



Where Possibility Takes Root

COMMUNITY REPORT 2023-2024



Mile High United Way

WHAT MILE HIGH UNITED WAY DOES

Since 1887, Mile High United Way has brought people together to solve our region's most pressing issues. From early childhood education and homelessness to food security and economic mobility – we have united people, ideas and resources to advance the common good.



Impact at a Glance

\$25.5M

invested in the community

668,700+

lives impacted

27,100

volunteer hours facilitated

656

corporate partnerships

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From Our Board Chair



Since 1887, Mile High United Way has been dedicated to creating opportunities for all. In short, Mile High United Way is where opportunity takes root.

Throughout my involvement with United Way, I've witnessed roots taking shape – in young children learning from their parents as they prepare for kindergarten; in young adults finding what may be their first stable home after leaving the foster care system; in the 211 caller who found relief when a 211 navigator helped him pay his rent; and in the entrepreneur who presented her business' pitch to a room of investors after completing a United for Business pitch accelerator.

The growth of these individuals is only possible because of the seeds we plant as a Community United – the individual donors, corporate partners, elected leaders, volunteers and staff committed to advancing the common good.

What was the initial seed that sparked your involvement with Mile High United Way? What was your "why"? For me, it was at the beginning of my career, nearly 40 years ago, in the San Francisco Bay Area, when a nonprofit representative came to my workplace and asked employees to give. As a young adult, I dismissed the request until a coworker

challenged me with the question, "What are you doing to make your community better?" The rest, as they say, is history.

I accepted the challenge and made a commitment to invest my time, talent and resources in every community where my family and I made a home.

So why Mile High United Way? Because I believe in what the organization has dedicated itself to doing for 137 years – that great things are possible when we come together.

Now, I challenge you – What are you doing to make your community better? What are you doing to help opportunity take root?

It has been an honor to serve as Chair of the Mile High United Way Board of Trustees. Thank you for working as a Community United to create opportunities for all.

Warmly,

Carlos Pacheco
Chair, Board of Trustees
Mile High United Way

From Our President and CEO



At Mile High United Way, I'm proud to say that 2024 was a year of exciting growth – from the little ones learning every day in our new early learning center, to 143,000 calls, emails and texts we answered in our 211 Help Center, to the nearly \$19 million in refunds issued to our Tax Help Colorado clients.

In this annual report, you will read the individual stories of growth – the seeds of hope you helped plant throughout Metro Denver.

- Antoinette completed Bridging the Gap, a program for young adults exiting the foster care system, with \$30,000 saved for her future.
- Levi is flourishing in his kindergarten class after graduating from our in-home learning program for parents of preschoolers.
- Alejandra had her own year of growth – graduating with her master's degree, being promoted within our data quality team and finding affordable, high-quality child care for her daughter, Natalie, in our early learning center.

There are so many more people every day who find opportunity at Mile High

United Way thanks to your commitment to a Community United.

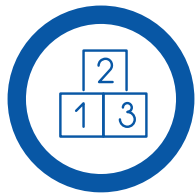
You – our donors, volunteers and partners – make our growth possible. You are helping to create opportunities for all we serve. And this year, a very special thanks to Board Chair Carlos Pacheco who showed us every day how to Live United.

I would be remiss not to acknowledge that there are few times in our country's history when we've felt so divided, when it's easy to wonder whether our hope will lead us anywhere. However, what I know about Colorado is that we believe in uniting a community to solve our most complex problems. That's why I'm proud to be a Coloradan and most proud of the community we have all created together through our work at Mile High United Way.

Thank you for making Mile High United Way a place where possibility takes root.

Warmly,

Christine Benero
President and CEO
Mile High United Way



Early Child Care & Education

Mile High United Way's United for Families program expands access to high-quality early care and education so our youngest learners enter school ready to thrive.

“We cannot wait to see the next generation of our community’s leaders begin their education here at the Tamara M. Sparks Early Learning Center.”

– Christine Benero, Mile High United Way President & CEO



*The beauty of a forest originates at its roots and thrives with sunlight and nourishment. The Tamara M. Sparks Early Learning Center is a **testament to the investment of incredible community partners, including Paul and Sue Sparks, who made a \$1 million transformational gift to the center in honor of Paul’s mother, Tamara.***



Nurturing Future Growth and Learning

Imagine – a safe, caring environment for young children where the seeds of future development are planted. In May 2024, this vision became a reality when we, in partnership with Mile High Early Learning, welcomed families to the Tamara M. Sparks Early Learning Center at Mile High United Way.

For Alejandra, a Mile High United Way employee, and her daughter, Natalie, the center represented the end of a multiyear struggle to find affordable, quality child care. Every rejection call saying there wasn't a slot available felt like a blow and Alejandra's hopes dwindled.

Then, as manager of our Evaluation and Learning team, she was tasked with researching the need for additional child care in our area, with the goal of discovering whether a new child care center in our building in Curtis Park would be beneficial.

“I wanted to be a part of this journey, not just for our family, but for all the other parents who found themselves in a similar situation,” Alejandra said.

Today, Mile High Early Learning staff are teaching and nurturing almost 60 children from newborn to 5 years old, with up to 70 percent of slots reserved for families eligible for the Colorado Child Care Assistance Program.

The support from Mile High United Way also helped Alejandra pursue her own goals, including obtaining her master's in public health from the Colorado School of Public Health.

This center carries on the legacy of Mile High United Way's woman founder Frances Wisebart Jacobs, who established Denver's first free preschool for families seeking a better future for their children.

773

number of children served through United for Families

2,444

child care referrals given to parents

60

child care slots at the Tamara M. Sparks Early Learning Center



Homelessness Prevention & Housing Stability

Everyone deserves a safe place to call home. Mile High United Way's Bridging the Gap program connects young adults transitioning out of the child welfare system to long-term housing so they can focus on their future.



We were pleased to support the passage of the **Bill of Rights for Foster Youth** during the 2024 Colorado state legislative session. With support from community members and organizations – including Mile High United Way staff and participants – Colorado Governor Jared Polis signed the bill in April.

Growing Toward Dreams and Possibilities

The \$30,000 check that Antoinette received upon exiting our Bridging the Gap program represented years of growth. Eight years prior, she left the Colorado foster care system without a home.

Bridging the Gap helped Antoinette achieve her goals, including receiving her GED and mental health counseling, and enrolling in Emily Griffith Technical College to become a dental hygienist.

"Bridging the Gap completely changed my entire life. When I first got my apartment, I couldn't pay any of my bills. Now I work full-time and pay for everything myself," she said.

Individuals can only focus on opportunity and growth when they know they have a safe place to live. We connect young adults like Antoinette to stable housing and help them deepen their roots in our community.

Participants establish goals during enrollment, and the Colorado Division of Housing creates an escrow account matching their rent payments. When participants achieve their goals, they receive the funds to put toward their dreams and future plans.

Now, Antoinette has a financial head start as she determines her future.

"I want to go back to school or maybe try to get into a first-time homebuyer program. I haven't fully decided ... but I cannot begin to explain what (Bridging the Gap) does to help get youth out of the system," she said.

"Bridging the Gap gave me the support team I needed to guide me onto a better path."

– Antoinette

100%

of participants sign a lease within 120 days of enrollment

141

young adults enrolled in Bridging the Gap

85%

of participants maintained housing through Bridging the Gap



Tax Assistance

Mile High United Way's Tax Help Colorado program provides free, high-quality tax preparation services for low- and middle-income families so they can receive key tax credits and refunds.



Mile High United Way often helps people on what may be the worst day of their lives. That's no different for our Tax Help Colorado team. An older gentleman came to an Adams County tax site the day after his wife of 50 years passed away, because he needed his tax refund to pay for her funeral services. Our team walked him through requesting her death certificate and then helped him file. He thanked us for, as he said, helping "an old man figure things out."

Helping Families Thrive

During the 2024 tax season, a woman in her early 20s visited a Mile High United Way Tax Help Colorado site with \$40,000 in self-employment income but no record of expenses. She felt overwhelmed, saying, "I'm never working for myself ever again."

Our staff helped her compile expenses and discussed tracking strategies in the future. By the end of her tax session, her confidence grew, and she again embraced the idea of continuing self-employment.

For many families, their tax refund is the largest check they will receive all year, but the filing process itself can be intimidating and overwhelming.

Our Tax Help Colorado program helps families access the credits and refunds they're owed by providing free, high-quality tax preparation services to households earning \$65,000 or less.

"Tax credits are the second largest anti-poverty tool we have in this country. Only Social Security has a greater impact," said Kristin Hubbard, Tax Help Colorado director.

In 2024, Tax Help Colorado also received IRS certification to help residents file applications for an Individual Tax Identification Number (ITIN), which allows people who are not eligible for a Social Security number to pay taxes and receive tax credits for which they qualify. Colorado residents with an ITIN can also apply for a driver's license, open a bank account and even apply for some mortgages.

"Through the ITIN, we recognize the value of every person in our community and the work they do to contribute to our society."

– Kristin Hubbard, Tax Help Colorado Director

9,707

returns filed during the 2024 tax season

\$19M

returned to Colorado families through refunds and credits

393

volunteers recruited and trained

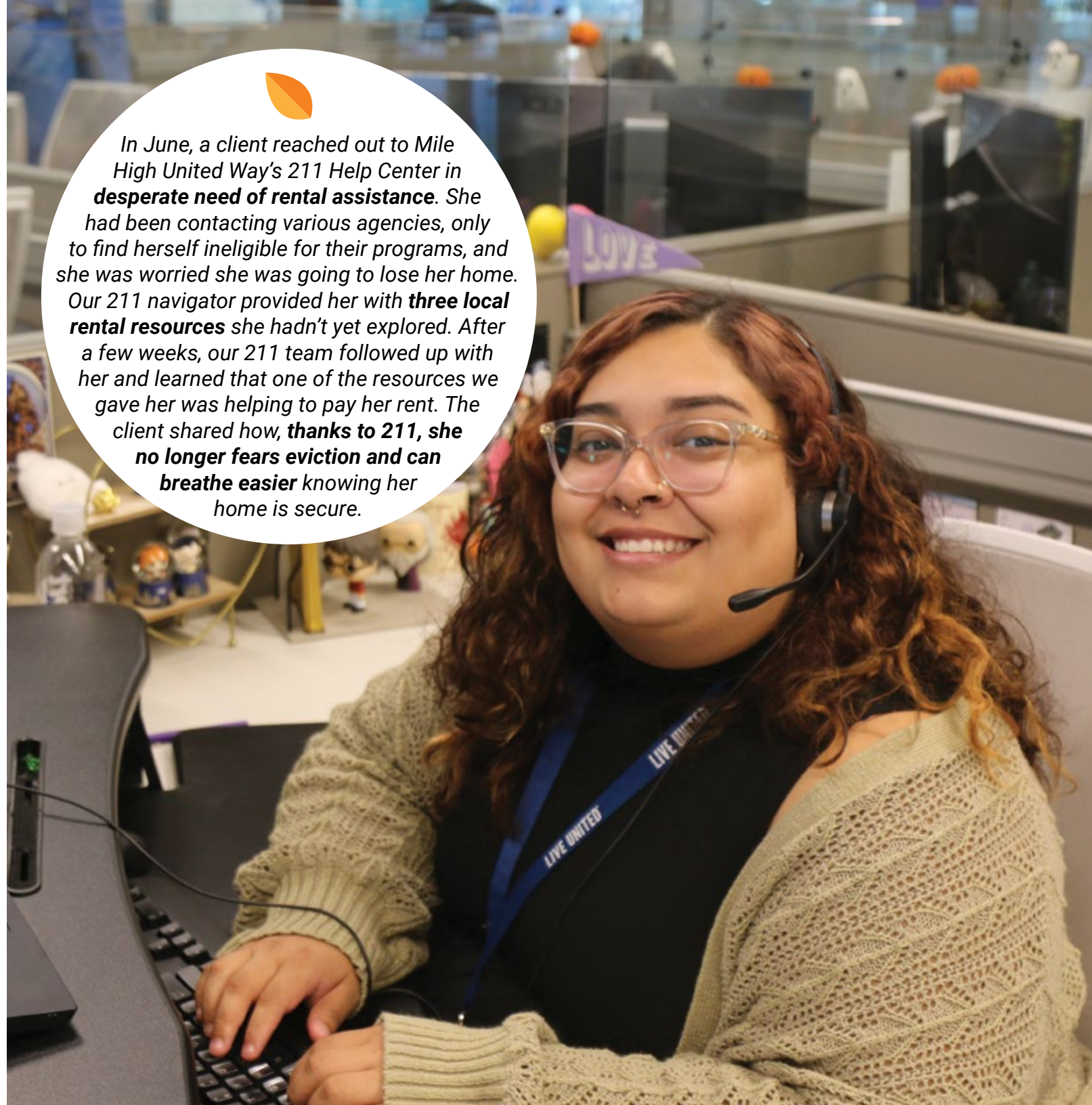


Basic Needs

Mile High United Way advocates for and alongside families in our community to address systems that create barriers for historically marginalized groups.



In June, a client reached out to Mile High United Way's 211 Help Center in **desperate need of rental assistance**. She had been contacting various agencies, only to find herself ineligible for their programs, and she was worried she was going to lose her home. Our 211 navigator provided her with **three local rental resources** she hadn't yet explored. After a few weeks, our 211 team followed up with her and learned that one of the resources we gave her was helping to pay her rent. The client shared how, **thanks to 211, she no longer fears eviction and can breathe easier** knowing her home is secure.



Harvesting Resources to Support a Thriving Community

After injuring his back at work and losing his job, a Metro Denver man faced eviction and mounting medical bills. That's when he reached out to our 211 Help Center.

We used an emergency assistance fund made possible through generous donors to help him catch up on his bills, and we connected him to shelter, food resources and a P.O. box to use as he pursued a worker's compensation claim.

When people dial 2-1-1, our navigators meet them with kindness and patience. Staff search thousands of resources to find solutions for each caller. However, sometimes no eligible resources are available. Thanks to the emergency assistance fund, we can provide clients with direct financial assistance after all other resources and options have been exhausted.

The emergency assistance fund is just one example of how our 211 navigators search for every possible resource when working with clients. In another example, a client reached out to 211 seeking support for housing resources. While our 211 navigator explored options, the client shared that she also needed help finding and paying for child care. Our navigator provided a comprehensive list of housing resources and quickly connected her with our child care specialists for further support. Within a day, the client received information on where centers in her area had child care openings, as well as guidance on applying for Colorado's Child Care Assistance Program. The client now has the resources to secure both housing and child care.

"I highly recommend 211 to anyone who is in need, especially those who are losing their hope." – 211 Caller

278,378

referrals provided to 211 Help Center clients

321

community members served through our 211 Walk-In Center

1,685

SNAP applications completed



Small Business & Workforce Development

Mile High United Way's United for Business helps women and minority small business owners receive the skills training, networking and access to capital they need to achieve their dreams of growth.



*We believe our neighborhoods are **strongest** when our **small business community thrives**. We are grateful to our many **community partners** who join our work and invest in local, small business owners, including our longtime United for Business sponsor Wells Fargo, as well as Banc of California, Bank of America, BMO, JPMorgan Chase & Co. and Western Union.*

Finding Opportunity During Times of Uncertainty

Through the creation of her business, Efe Isiaku learned how adversity can create new growth and opportunity.

“This journey hasn’t been easy, but it’s been worth it.”

– Efe Isiaku, Gifted Hand Owner

“I’m still learning and growing ... but I know where I started,” Efe said.

Efe launched Gifted Hand, a balloon décor company, as a hobby when she was working at a retirement community. It was an unexpected layoff that opened the door for her to pursue the business full-time.

“I had to weigh what I had against what I wanted. My daughter was starting kindergarten. I needed to be present for her, and it wasn’t possible working a 9-to-5 job,” she said.

Efe enrolled in Mile High United Way’s Small Business Accelerator and Website Build Initiative. Thanks to those programs, she received a new website and insights into how to structure Gifted Hand for long-term growth.

When small business owners receive the support and skills they need, they can branch out to build generational wealth for their families and communities. Two years into her journey, Efe is excited for the possibility of what’s to come.

“I’m so proud to be among this group of people. Mile High United Way did not just train me, but helped me become a better businesswoman.”

\$2.5M

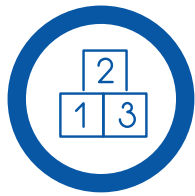
in new capital to small business owners through grants & loans

192

businesses gained access to new capital

2,000

small businesses supported



Early Child Care & Education

Mile High United Way's Home Instruction for Parents of Preschool Youngsters (HIPPY) program helps strengthen families and communities by empowering parents and caregivers to become their children's first teachers.



In June, Levi graduated from HIPPY as a part of our largest-ever HIPPY class. During the ceremony, he received his graduation certificate and a new backpack. Levi, who was once a shy toddler, even read a book called "¿Dónde está Spot?" to everyone there. Congratulations to Levi and all the HIPPY graduates!

Planting Seeds For a Young Child's Future

As a toddler, Levi was shy and rarely spoke. His mother, Dulce, worried she'd done something wrong. Three years later, Levi is thriving in school, in part thanks to our Home Instruction for Parents of Preschool Youngsters (HIPPY) program.

HIPPY is an evidence-based program to help parents and caregivers be their child's first teacher. Once a week, our staff member Nancy provided Dulce with resources and support to prepare Levi for a lifetime of learning and success.

"Levi is more open and friendlier now. Before, he never wanted to talk, but now, he'll raise his hand saying, 'I know the answer!'" Dulce said. "His change is a miracle to me."

Quality early care and learning creates a strong foundation for academic success. However, access to affordable early childhood education is one of Metro Denver's most pressing issues.

Through innovative programs like HIPPY, we're addressing the early learning shortage by creating pathways for families to support their young child's development.

Our HIPPY staff learn each child's individual needs and offer them resources for reading, language and more. Families also receive wraparound services through our 211 Help Center and community events like our Back to School Bash and Children's Holiday Party.

"Thank you to everyone who makes HIPPY possible. It's not just me; it's helping many families."

– Dulce, HIPPY participant

84

children served in HIPPY

2,370

HIPPY home visits

98%

of children showed measured academic growth



Advocacy

Mile High United Way advocates for and alongside families in our community to address systems that create barriers for historically marginalized groups.



*My Friend Ben is one example of how 211 continues to innovate. Last year, we worked with **U.S. Rep. Jason Crow**, who represents portions of southern and eastern Metro Denver, to secure \$500,000 in federal funding to **support technology updates** for the 211 Colorado Collaborative. This will enable us to access real-time data to **better understand our region's needs.***

Growing Opportunity for Everyone

Abigail Jimenez received a call in our 211 Help Center from a single mom who was pregnant and wanted to know if she qualified for assistance for her baby. It was a call like many others that Abigail received every day during her last four years as a community navigator, but thanks to a partnership with Gary Community Ventures, Abigail now has a single place she can send this caller for help – MyFriendBen.

MyFriendBen, created by Gary Community Ventures, is designed to empower individuals and organizations to quickly understand and access government benefits, tax credits and nonprofit programs. It is an additional resource within the 211 database to assist our navigators, making 211 even more powerful for our community.

“When I work with a caller to use MyFriendBen, they hang up relieved to have a plan to access health insurance, child care, housing assistance and more,” Abigail said. “MyFriendBen cannot replace the work we do with callers, but it is definitely an added tool that makes learning about benefits for each individual easier.”

211 began using the tool in fall 2023 to assist clients and is now MyFriendBen’s top referral source.

“People aren’t getting the benefits that they’re eligible for – and that are already publicly funded – because it’s so confusing to figure out what’s available and relevant to their household,” said Elise Henson, executive director for MyFriendBen at Gary Community Ventures. “We co-created MyFriendBen with families to increase access to the social safety net and to create a scalable tool our partners can use in their work.”

9,500

number of households screened by 211 navigators using MyFriendBen

\$345M

benefits identified through MyFriendBen

\$2,688

value of monthly benefits and tax credits for the average household using MyFriendBen



Community Investment

Through Mile High United Way's Strategic Initiative Grants, we invest in organizations working to address our community's most-pressing needs.

To provide **additional support** among our community partners, leadership staff from funded organizations met with our executive team to share ideas for how to **address our community's needs**. Additionally, Mile High United Way staff, volunteers and donors conducted site visits with each funded nonprofit to **learn about their work, successes and ongoing challenges**.



Investing in Sustainable, Equitable Growth

How can the grantmaking process be more equitable and sustainable for applicants? Our staff considered this question while preparing to receive grant applications from more than 150 community organizations two years ago.

The answer was a new, trust-based grantmaking process in which applicants shared their vision, mission, purpose and programs through virtual conversations. An anonymous panel of community members joined the conversations to learn and provide encouraging, thoughtful feedback for each organization.

Warren Village was one of 73 organizations to receive a portion of the \$1.9 million available from Mile High United Way this grant cycle. The organization applied for funding to support its United Airlines Early Learning Center, a 100-slot child care center near Cheesman Park.

"I tell every funder now that they should shift to this (grantmaking) model," said Michele Kilen, director of development at Warren Village. "Demonstrating our impact through a warm, personal conversation instead of an application portal provided us the opportunity to share our story through multiple voices that can sometimes be limited because of character counts."

Warren Village is one of our longest funded partners. We have invested \$8.1 million in the nonprofit over the last 40 years.

"Mile High United Way is leading the way in trust-based philanthropy by providing options to us to share the stories of our families in a meaningful way."

– Michele Kilen, Warren Village Director of Development

512,891
people served through funded partners

2,214
child care slots provided through community partners

\$2.2M
provided in rental assistance



Small Business & Workforce Development

The Personal Investment Enterprise (PIE) program helps residents of Boulder and Broomfield counties achieve their dreams of starting a small business, homeownership or education to support career development.

Growing Toward Small Business Ownership

Kristina Rusch has loved photography most of her life, even following in her father’s footsteps to build her own photography business. Last year, Kristina joined our Personal Investment Enterprise (PIE) program to help her pursue Krush Photography full-time.

PIE participants in Boulder and Broomfield counties receive a \$4,000 grant match upon completing a \$1,000 savings goal and financial education classes.

For Kristina, the PIE team helped create a business plan with sustainable financial goals for Krush Photography, and the savings went toward a new camera and computer.

In 2024, Mile High United Way transitioned PIE to our longtime operating partner, Community Development Action Corp., ensuring that PIE continues to serve families in Boulder and Broomfield counties. We are proud of the PIE program and look forward to its ongoing success!

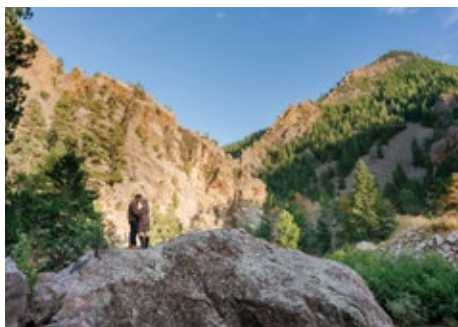


Photo by Kristina Rusch, Krush Photography

78
people
participated in
PIE last year

24
participants
successfully
reached their
savings goals

89%
of participants report
positive savings
habits after PIE



Homelessness Prevention & Housing Stability

At Mile High United Way’s Uptown apartments, we provide affordable, safe and stable housing and 211 walk-in support for residents. At any given time, Uptown is home to Bridging the Gap families, new immigrant families and families paying below market-rate rent.

Helping Families Plant Roots

Mile High United Way Maintenance Technician Garrett Terry regularly walks the grounds of our 22-unit apartment building in Denver’s Uptown Neighborhood, connecting with residents. Many are new immigrants to Denver who are looking for a safe, stable home but are assimilating to the financial processes in America. Garrett has been known to walk a resident to the convenience store nearby and help them purchase a money order to pay their rent.

Over two years after buying the building and months after a rush of new immigrants began calling Denver home, the maintenance team and 211 staff are learning how important trust-building is with new immigrant families. We want them to feel open to sharing whether something is broken in their apartment, they don’t know how to pay rent – or they need assistance with food, clothing, child care and other basic needs.

The 211 Help Center now has a navigator on site at least once a week, reaching out to residents to learn about their needs. We’re also creating more space for community partners to be at Uptown to provide their assistance on everything from banking to career development.

“We are a safe space for newcomers to share their needs with us.”

– Kim Christensen, 211 Disaster Response Manager, pictured left with Rudy Morales, 211 Community Response Coordinator



1907

when the Uptown apartment building was constructed to house workers at the Brown Palace

15

number of new immigrant families at Uptown

245

square footage of each unit



Diversity, Equity & Inclusion

Mile High United Way's equity work seeks to create an inclusive workplace where diverse voices and experiences are valued and celebrated.




To ensure diverse representation and voices at all levels, Mile High United Way has actively **increased the number of DEI committee members** from both our staff and Board of Trustees. Their leadership and commitment are **essential to fostering an inclusive culture** and ensuring that **DEI principles are embedded into every aspect of our organization.**

Supporting Equitable Change for Everyone

Mile High United Way recognizes the integral role diversity, equity and inclusion (DEI) have in our mission, vision, values and programs. Last year, we continued internal rollout of our nine key DEI strategies, creating an equitable and inclusive environment for our staff and the families we serve.

As a part of this work, we committed to increasing compensation for employees required to perform their work in two or more languages. This compensation reflects the value we place on linguistic diversity and the critical role it plays in our ability to serve our community effectively. It also helps our employees feel valued and supported in their roles.

Our staff also engaged in diverse cultural celebrations and outings throughout the year, including the Amoako Bofo exhibit at the Denver Art Museum and pop-up bookstores by The Shop at MATTER, a local organization dedicated to creating change through design and the printed word. We also marched in Denver's annual Juneteenth Music Festival and Pride parades, reaffirming our commitment to honoring the stories of all people.

“The nine key strategies enhance and advance our ongoing work to create a diverse, equitable and inclusive environment, both within our organization and across our community.”

– Eric Artis, Chief Human Resources and Diversity Officer

18,777

number of Spanish-speaking contacts served by 211

170+

number of languages available through 211

17

trustees and staff members serving on our DEI committees

FINANCIALS

Mile High United Way serves as an administrator for the State of Colorado's Opportunity Now Colorado grant program. We're proud to be part of this innovative program to meet Colorado's workforce needs. In 2024, the program supported 50 grantees for a total of \$3.9 million.

TOGETHER WE RAISED \$32.5M TO SERVE OUR COMMUNITY:	CORPORATIONS	FOUNDATIONS, GOVERNMENT, OTHER	INDIVIDUALS
	\$3.6M	\$15.7M	\$13.2M

COMMUNITY INVESTMENTS AND EXPENDITURES: \$30.7 MILLION

We are financially strong with \$60.8 million in net assets as of June 30, 2024.

48.6%
MILE HIGH UNITED WAY PROGRAMS, COMMUNITY COLLABORATION AND IMPACT GOALS (\$15M)



83.2% TOTAL INVESTED IN THE COMMUNITY

In the fiscal year 2023-2024, 83 cents of every dollar spent was for programs, which far surpasses the Better Business Bureau standard of 65 cents.

OUR MISSION IS TO UNITE PEOPLE, IDEAS AND RESOURCES TO ADVANCE THE COMMON GOOD.



Audited financial statements and tax form 990 for Mile High United Way, Inc., for the period ending June 30, 2024, are available for your review online at unitedwaydenver.org.

13.7%
to other nonprofit organizations (\$4.2M)

12.5%
fundraising and events (\$3.8M)

20.9%
workforce & small business grants (\$6.4M)

4.3%
management and general (\$1.3M)

2023-2024 COMMUNITY CHAMPIONS



The Community Champion Awards recognize Mile High United Way's corporate and foundation partners for their outstanding contributions and service to the Metro Denver community.

CHAMPION OF HOPE AWARD



SPIRIT OF HOPE AWARD



PARTNER IN SERVICE AWARD



SOCIAL IMPACT AWARD



BRIAN SMITH AWARD FOR OUTSTANDING COMMUNITY LEADERSHIP



GARY COMMUNITY INNOVATION IN PHILANTHROPY AWARD



CORPORATE GIVING SOCIETIES



CORNERSTONE SOCIETY – OVER \$1 MILLION CONTRIBUTED ANNUALLY



KEYSTONE SOCIETY – \$500,000-\$999,999 ANNUALLY



CAPSTONE SOCIETY – \$250,000-\$499,999 ANNUALLY



STRATEGIC INVESTMENT GRANTS

We know that our community's challenges are bigger than any one organization can solve. Mile High United Way is proud to invest in organizations that serve low- and moderate-income families and communities. These partnerships are essential to our work to build a healthier, more supported Community United.

Ability Connection Colorado
 Adams 12 Five Star Schools
 Adams County Emergency Food Bank
 BeyondHome
 Big Brothers Big Sisters of Colorado
 Bondadosa
 Boys & Girls Clubs of Metro Denver
 Broomfield FISH
 Casa de Paz
 City Year Denver
 Clayton Early Learning
 Coal Creek Meals on Wheels
 Colorado Dream Foundation
 Colorado Coalition for the Homeless
 Colorado Legal Services
 Colorado Safe Parking Initiative
 Colorado Statewide Parent Coalition
 Colorado Village Collaborative
 Comitis Crisis Center
 Community Firm/CEDP

Community Food Share
 Convivir Colorado
 Crisis Center
 Denver Asset Building Coalition
 Denver Public Schools Foundation
 Downtown Aurora Visual Arts (DAVA)
 Early Excellence Program of Denver
 Family Star Montessori
 Family Tree
 Florence Crittenton Services
 Girls Inc. of Metro Denver
 Growing Home
 Hope Center
 Hope Communities
 Invest in Kids
 Jewish Family Service
 Justice for All People Legal Center
 La Pinata del Aprendizaje
 Longmont Meals on Wheels
 Metro Caring
 Metro Denver Homeless Initiative
 Mile High Early Learning
 Mountain Resource Center
 New Legacy Charter School
 Nourish Meals on Wheels
 Open Door Youth Gang Alternatives
 OUR Center
 Project Angel Heart
 Rocky Mountain Immigrant Advocacy Network
 Roots Family Center

SafeHouse Denver
 Safehouse Progressive Alliance for Nonviolence
 Scholars Unlimited
 SECOR Cares
 Servicios de la Raza
 Sewall Child Development Center
 St. Francis Center
 St. Vrain Valley Schools
 Su Teatro
 Sun Valley Youth Center
 Sunshine Home Share Colorado
 The Action Center
 The Delores Project
 The Gathering Place
 TLC Learning Center
 Urban Peak
 Volunteers of America - ECE Center
 Warren Village
 We Don't Waste
 Wild Plum Center
 YMCA of Metro Denver
 YMCA of Northern CO

FOUNDATION SUPPORT

Foundations help fund Mile High United Way's wraparound support for families. These grants directly support our community programming, helping families meet their basic needs, access high-quality education, workforce development opportunities and more.

\$250,000-\$999,999

Colorado Health Foundation
 PNC Foundation

\$100,000-\$249,999

BMO
 Busse Family Foundation
 The Colorado Trust
 Early Milestones Colorado
 The Siemer Institute
 Wells Fargo
 Western Union Foundation
 Anonymous

\$25,000-\$99,999

Ball Foundation
 Buell Foundation
 Cielo Foundation Boulder
 Comcast
 Community Foundation of Boulder
 Daniels Fund
 Denver Broncos Foundation
 Gary Community Ventures
 Honda
 JPMorgan Chase Foundation
 Robert Wood Johnson Foundation
 Starfall Foundation
 United Way Worldwide
 US Bank
 The Vera and Joseph Dresner Foundation
 ZOMA Foundation

\$15,000-\$24,999

The Anschutz Foundation
 Holman
 Pinnacol Assurance
 Virginia Hill Foundation

\$10,000-\$14,999

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TOCQUEVILLE SOCIETY & WOMEN OF TOCQUEVILLE

Mile High United Way Tocqueville Society

The Mile High United Way Tocqueville Society is an esteemed group of business and philanthropic leaders dedicated to tackling our community's most pressing challenges. Members invest \$10,000 or more annually to support our wraparound support for Metro Denver families.

In addition to investing in Mile High United Way, Tocqueville Society members are highly engaged with Mile High United Way's community initiatives. Tocqueville Society members also lead by example, from volunteering at community events like the Children's Holiday Party to mentoring United for Business clients.

Tocqueville Society Co-Chairs

Kimberly Chatman, milehimodern
 Martin Mahalchick, Bank of America
 Marty Ruffalo, Ball Corporation (Retired)

Women of Tocqueville

Mile High United Way's Women of Tocqueville come together to empower women and girls with their resources, time and passion. This powerful group of community leaders leverages their network to create awareness of critical issues facing women and girls in our community and influence systemic change.

Women of Tocqueville Co-Chairs

Julie Bearup
 Yun Hui Kehoe

MILLION DOLLAR ROUND TABLE

Nationally recognized cumulative gifts of \$1 million and more

Rick and Kathy Ambrose
 Doug and Lindsay Andrews
 Phil and Nancy Anschutz
 Kristin and Jim Bender
 Brad Busse (L)
 Sue and Howard Carver (L)
 Sandy Dewing (d)
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 Paul and Sue Sparks
 Steve Talley
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"In recent years, it has been impossible to ignore that access to affordable, high-quality child care is one of our most critical challenges. Mile High United Way has put a stake in the ground to help solve this problem, and Phyllis and I have proudly supported their work. We are proud members of Tocqueville Society."

– Marty Ruffalo, Tocqueville Society Member with His Wife, Phyllis, Since 2017

INDEPENDENCE ORDER

Nationally recognized annual gifts of \$250,000-\$499,999

Doug and Lindsay Andrews
 David and Laurie Copeland
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LA SOCIÉTÉ NATIONALE

Nationally recognized annual gifts of \$100,000-\$249,999

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* New Member (as of July 1, 2023)
 (L) Legacy
 (d) Deceased

Thank You to Our Tocqueville Society Sponsors



MILE HIGH UNITED WAY WOMEN UNITED

Women United leads change in our community by addressing the biggest challenges facing women and girls. Our dedicated group of community leaders and philanthropists invest in high-impact programs, and volunteer and advocate for Metro Denver's women and girls.

Women United Chair
Ashley Story

Women United Leadership
Kathy Ambrose
Kimberly Chatman
Kimberly Smith



Women United Initiative

This year, Women United gave its annual Women United Innovation Award to the Welcome Village at the Colorado Village Collaborative. This annual award, totaling \$20,000, recognizes innovative community projects that empower women and girls in our community.

The Welcome Village provides a safe place for women to live as they transition to more permanent housing. Currently, the village can serve up to 22 women and their families. In addition to securing temporary housing, Colorado Village Collaborative staff provide supportive services including case management, peer support and connections to permanent, affordable housing.

Women United Village

For the third consecutive year, Women United helped dozens of new families with children under age 5 go home with baby and toddler supplies at the annual Women United Village in May 2024. This year's event coincided with the grand opening of the Tamara M. Sparks Early Learning Center at Mile High United Way, creating a day filled with celebration and giving for our community. (See page 41.)

Beginning in March 2024, Mile High United Way collected donated items from individuals and corporate partners throughout Metro Denver. Women of Tocqueville also held a Baby Shower in April 2024 at the welcoming home of Barb Grogan.

WOMEN UNITED VILLAGE

135
families served

\$215
average assistance provided to families in supplies

24
booster car seats

18
wagons

500+
baby wipes

245
volunteer hours



WOMEN UNITED LUNCHEON

900
attendees

\$420,000+
raised

25th Annual Women United Luncheon

For 25 years, Mile High United Way has brought our community together to celebrate the power of women and girls at our Women United Luncheon, raising \$5 million total during that time. In March 2024, nearly 900 people attended the 25th annual luncheon at the Sheraton Denver Downtown Hotel, raising over \$420,000 to support Mile High United Way's high-impact community programs and address the biggest challenges facing women and girls in Metro Denver.

The 2024 Frances Wisebart Jacobs Award was presented to Lindsay Filsinger (pictured front right in top photo), community leader, wife, mother, philanthropist and businesswoman from Denver. Our guest speaker was Sheryl Lee Ralph (pictured in middle photo), Emmy Award-winning actress from ABC's comedy series "Abbott Elementary."



"Don't play down. Don't play small. Don't dim your light. Let people know, 'This is who I am. Hello and who are you?'"

– Sheryl Lee Ralph, Emmy Award-winning actress, at the 25th Annual Women United Luncheon



HIPPY Valentines



Mile High United Way Children's Holiday Party

MILE HIGH UNITED WAY CATALYST SOCIETY

The Mile High United Way Catalyst Society is dedicated to helping its members become community champions through personal, professional and philanthropic development. Members receive access to high-level community leaders and a variety of networking, mentoring and skills-building programs.

Ongoing engagement with Mile High United Way helps Catalyst members achieve their short- and long-term personal goals while on the road to leadership positions within the community. In addition to their philanthropy, members volunteer throughout the year at events including the Children's Holiday Party and Back to School Bash.

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Allison Connor
Charley Robinson

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Christina Colman
Katie Colton
Bonny Dahm
Chris Dahm

MILE HIGH UNITED WAY LINC



Mile High United Way's LINC (Lead, Impact, Network, Change) is the next generation's approach to civic engagement. This group of young professionals commits to showing up for their community through volunteer activities, including writing letters to older adults who may feel isolated and building resource kits for families in need.

Members
Drew Aglietti
Kai Christianson
Usman Farooq
Apoorva Gundu
Jayson Ho
Gunnar Lenzen
Therese Lupariello
Paul Norris
Rachael Robinson
Peyton Skaar
Ian Toner
Sofia Vigil



MILE HIGH UNITED WAY
Founders
Legacy Society

Founders Legacy Society donors have chosen to support Mile High United Way in their wills or estate plans. The Tocqueville Legacy Circle is a special group of the Founders Legacy Society. Members have chosen to perpetuate a Tocqueville gift by pledging a minimum of \$250,000 through their estate plans.

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THE TAMARA M. SPARKS
Early Learning Center
at Mile High United Way

Mile High United Way, in partnership with Mile High Early Learning, cut the ribbon on the new Tamara M. Sparks Early Learning Center at Mile High United Way in Five Points/Curtis Park in May 2024. U.S. Senators Michael Bennet and John Hickenlooper, Denver Mayor Mike Johnston and Dr. Lisa Roy with the Colorado Department of Early Childhood were among the speakers at the event.

Seed money for the early learning center came from a portion of the \$20 million gift that Mile High United Way received from MacKenzie Scott in 2020. That gift is helping to fund this early learning center, as well as three others with our partners Mercy Housing, Family Tree and Warren Village, resulting in 280 new child care slots in Metro Denver. All centers are under construction or newly opened within the last year.

In addition to state and federal dollars, funding for the \$4.4 million Tamara M. Sparks Early Learning Center also came from over 130 donors to United for Families, including a \$1 million gift from Paul and Sue Sparks, who named the center in honor of Paul's mother, Tamara. Tamara M. Sparks was a loving and joyful sister, mother and grandmother, who dedicated much of her life to ministering to thousands of children.

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 Vass and Lynne Sirpolaidis
 Daniel and Catherine Smith
 Kimberly Smith
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 Hannah Sperber
 Steve Talley
 Sturm Family Foundation
 Kristi and Sean Sullivan

"You always felt like one of the family with my mom. It really didn't matter where you were coming from or how she met you. You were front and center in that moment of her life. I'm excited to see the new Tamara M. Sparks Early Learning Center bustling with lots of children and teachers, just enjoying the space and being able to have a place that in a lot of cases they wouldn't have if it wasn't for the help of Mile High United Way."

– Paul Sparks, Son of Tamara M. Sparks



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50 Years of Denver's Greatest Thanksgiving Tradition

From grandparents and toddlers to dogs and people dressed as turkeys, more than 11,000 runners took part in Mile High United Way's 50th Annual Turkey Trot presented by Xcel Energy on Thanksgiving Day 2023 at Denver's Washington Park.

The turnout broke records, making the event one of the biggest Turkey Trots and 4-mile races in the country. The race also is one of the biggest fundraisers for Mile High United Way, helping Metro Denver families meet their basic needs and thrive during the holiday season.

Lisa Hidalgo, meteorologist with Media Sponsor Denver7, emceed at the starting line for all four waves of the race. She was joined by Mile High United Way President and CEO Christine Benero; Molly Casey, a graduate of Denver South High School and the University of Denver who sang the National Anthem; Bonnie Gross with Presenting Sponsor Xcel Energy; fitness coaches from Run Your Yams Off Sponsor Chuze Fitness; a family representing three generations of runners; and of course, Gobbles the Turkey.

\$713,300
raised

11,000
runners

43
states represented

"It is such an honor that families make the Mile High United Way Turkey Trot part of their annual Thanksgiving tradition each year."

– Christine Benero, Mile High United Way President & CEO

Volunteer Highlights



If Mile High United Way is where opportunity takes root, our volunteers are the seeds to our success. Our volunteers devote thousands of hours to our mission each year, doing everything from building bikes and sorting baby supplies to harvesting vegetables and preparing tax returns. They come from a variety of backgrounds and all ages.

27,143

volunteer hours

4,150

volunteers

\$855,276

volunteers' economic impact



500

students

127

volunteers

27

supply drives

Back to School Bash

In July 2023, hundreds of students from across Metro Denver picked up backpacks and school supplies at our annual Back to School Bash. The average supply list can cost over \$200, which isn't feasible for many families. Our volunteers and donors helped students, parents and teachers start the school year off right.

29TH ANNUAL Day of Caring



500

volunteers

26

project sites

21

partner organizations

In September 2023, we celebrated our annual Day of Caring, an opportunity for volunteers to support community projects across Metro Denver and Boulder and Broomfield counties. Hundreds of volunteers from corporate, civic and community groups worked on a variety of projects, ending with a lunch celebration in Boulder. Projects ranged from beautifying parks and trails to sorting donated food items.

50TH ANNUAL

Mile High United Way Turkey Trot



50

years of the Turkey Trot

200

volunteers

Thousands of runners took part in Mile High United Way's 50th Annual Turkey Trot on Thanksgiving Day 2023 at Denver's Washington Park. The turnout broke records, making the event one of the biggest Turkey Trots and 4-mile races in the country. (See the full story on page 43.)

Children's Holiday Party

At our annual Children's Holiday Party in December 2023, volunteers made the season bright for hundreds of families by dropping off toy donations, setting up for the event, wrapping gifts, doing crafts with kids and helping families shop for toys.



400

families

1,400

children

500

volunteers

Tax Help Colorado

9,707

tax returns filed

50

community-based tax sites

\$19M

refunded to Coloradans

The 2024 tax season was another record-breaking year for our Tax Help Colorado team and the hundreds of volunteers who connect Colorado families to the credits and refunds they're owed. (See full story on page 8.)



561

volunteer hours

179

volunteers

National Volunteer Week

In April 2024, volunteers across Metro Denver and Boulder and Broomfield counties joined us for National Volunteer Week to support pressing community needs. They learned about community needs, created basic needs kits, beautified playgrounds, sorted donated items and more.

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Catherine Hance
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Kathy Hodgson
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Carrie Hudak
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Alice Jackson
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IN MEMORIAM Lee Gash-Maxey

Beloved Trustee Lee Gash-Maxey passed away July 30, 2024. Lee joined the Mile High United Way Board of Trustees in 2021, and she was a champion for our community. From chairing our Women United Luncheon to meeting with our congressional delegation to supporting small businesses, Lee used her extraordinary communication and production skills to tell our story.

Outside of her dedication to Mile High United Way and many other philanthropic organizations, Lee, a Denver native, had a distinguished career as an Emmy Award-winning television producer. She produced for BET Starz Encore, BET Movies and BET News. Before retiring in 2023, she served as executive director of the Colorado Black Chamber of Commerce. This work was a seminal example of her lifelong dedication to Denver's Black community.

"Lee went out of her way to get to know our team and would always respond to our multiple requests with her infectious smile and laugh and an enthusiastic, 'Yes!'" said Christine Benero, Mile High United Way president and CEO. "Her work as the head of the Colorado Black Chamber of Commerce paved the way to lift up and support so many. And through her years as an award-winning producer, she told stories that would have gone untold if not for her vision."





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