



2022

COMMUNITY ACTION PROGRAMS

ANNUAL REPORT



AREA AGENCY ON AGING
COMMUNITY ACTION PROGRAMS
COMMUNITY JUSTICE SERVICES
HEAD START
HEALTHY YOUTH ALLIANCE
STRATEGIC INITIATIVES
WORKFORCE BOULDER COUNTY

Generating a Lifetime of Opportunities

Community Action Programs: Educate > Empower > Succeed

“We must open the doors of opportunity. But we must also equip our people to walk through those doors.” – President Lyndon B. Johnson

As a part of LBJ’s War on Poverty, Boulder County Community Action Programs (CAP) has been working since 1965 to empower people struggling with poverty and those underrepresented in the community to become self-sufficient and have their voices heard. CAP, working collaboratively with community partners, works with small groups of clients to foster long-lasting changes in residents’ lives. We work an “inch wide and a mile deep” to move people closer to their goals of self-sufficiency.

Populations Served

CAP manages several programs including the Personal Investment Enterprise (PIE), the People Engaged in Raising Leaders (PERL), and PERL’s Youth Leadership Academy (YLA). In 2022, CAP served 125 clients through its programming.

28 PIE participants

14 Creating Connections
DEI training participants

15 PERL participants

22 YLA participants

46 Empathy Board
Game participants

Empathy Board Game

A tenth of Boulder County residents live below the poverty line, and more than a quarter of the population doesn’t earn enough to cover their basic needs. Although Boulder County has some of the lowest unemployment in recent years, our community has a difficult time engaging in conversations about poverty. The Empathy Board Game CAP developed addresses this by encouraging dialogue through a social empathy lens.

In 2022, Colorado University (CU) Boulder Norlin Scholars Enrichment Program invited CAP to facilitate a conversation about poverty. This invitation prompted CAP to relaunch the Empathy Board Game that was put on hold due to COVID-19.

The students were given a narrative about a family experiencing financial hardship, housing challenges, and food insecurities, with a goal to come up with solutions to meet a family’s basic needs. Students were asked the question: “Why are people poor?” They pointed to how systematic racism and discrimination creates systematic oppression and is one of the root causes of poverty, especially for people of color through structural withholdings and resources.



“It really made me understand the anxiety one can feel as a result of poverty.”

“I thought this was an incredibly meaningful activity. I am privileged, which I am aware of, but I hadn’t ever spent any focused time considering what others go through like this.”

“Before the activity, I hadn’t considered how prevalent situational poverty might be, since we usually hear so little about it.”



Personal Investment Enterprise

Community Action Program's Personal Investment Enterprise (PIE) program is designed to help working, low-income families and individuals save money exclusively for first-time home ownership, post-secondary education, and small business development. As part of this program, participants can enroll in financial education classes and save through a matched savings account at a rate of four to one. PIE is a local savings program that focuses on monthly saving goals that helps residents purchase a home, pursue post-secondary education, or develop a new business.

Program Participants

To date, PIE has served 416 participants from 2002 to 2022. The program switched to a hybrid model of interaction throughout this past year to align with COVID-19 guidelines and participant preference.

27 participants started financial education classes

25 participants completed a financial coaching session

6 participants completed their financial education classes

7 participants achieved their asset goal

64% served were low-income at below the 200% of the Federal Poverty Level

36% served were low-income at below the 80% of the Boulder County Median Income

2022 PIE Program Success

50% participants stated that the Covid-19 pandemic caused them to make changes to their savings goals

75% participants set new savings goals upon completion or exiting the program

22% participants reported that their debt slightly decreased

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“PIE has helped me jump into ownership. Now I feel like I stand on a ‘higher’ ground. This allows me to look further. It is easier to look further once you have “taken off”.”

“My involvement with the community has changed because I am a homeowner and that has given me stability. I feel more connected when making voting decisions for the community.”

“I can advocate for myself much better.”

“There was a change in my feeling of connection to the community after PIE. A lot of gratitude too, for you (Rosemary) and Nino (bless him) and the County/City of Boulder for having a program like PIE. It made the idea of starting a business much more manageable than it would have been without the program.”

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People Engaged in Raising Leaders

Through People Engaged in Raising Leaders (PERL), CAP manages other initiatives designed to support and acknowledge the contributions of people of color and those living in poverty. Creating Connections is a workshop tailored for executive directors and board members of non-profit organizations or agencies on how to diversify Boulder County boards to include traditionally underrepresented populations and offer a seat at the table. For those who wish to take leadership positions on boards and commissions, CAP promotes several workshops to ensure participation and offer the skills and knowledge in trainings.

Boards & Commissions Training

Boards & Commissions Trainings is a four-week workshop designed for people of color with low-incomes across Boulder County to learn about and become members of a governing board. PERL helps increase the number of individuals from diverse ethnic and socio-economic backgrounds who join non-profit boards and government commissions. The program empowers people to participate and become more involved civically in the community.

PERL 2022 Highlights

PERL was featured in the National Association of Counties for a second year in a row

PERL Coordinator Belinda M. Hearn was the recipient of the 2022 Courageous Leadership Award for Racial Equity

15 individuals completed PERL Administrative Boards & Commissions training

14 members of Boulder County boards participated in PERL's 'Creating Connections' (DEI) training

PERL
people engaged in raising leaders

mission is to increase the number of low-income and people of color on boards and commissions in Boulder County



“The PERL program provided the tools I needed to be present in important conversations, highlight my perspective, and experience to create a culture change in Boulder. I hope that more of my peers in our community to consider PERL and find where they can provide a new perspective in our community. After PERL, I joined the Intercambio Board and now work with the City of Boulder as a Neighborhood Liaison.”

- Edgar Chavarria, PERL participant

Young Leaders Academy

Community Action Programs (CAP) partnered with Workforce Boulder County to co-develop programming focused on Black, Indigenous, People of Color (BIPOC) youth that helps pave the way to different job markets and educational opportunities. The program was designed to cultivate future leaders and entrepreneurs from underrepresented backgrounds, creating a pipeline of diverse talent that will shift the culture within a variety of sectors across Boulder County.

Young Leaders Academy (YLA) incorporated a cohort-based programming model, which included a six-week-long Leadership Empowerment Series of workshops on leadership, financial wellness, and career development. Participants had three paid “pathways” or tracks available to them: work-based learning, occupational skills training, and high school equivalency attainment. YLA goals were to connect BIPOC youth to education, training, mentoring, and paid employment opportunities, while helping them understand how to advocate for themselves and create a path to socioeconomic mobility.



On July 23, 2022, Young Leaders Academy program was awarded a National Association of Counties Award (NACo) in the ‘Best in the Children and Youth’ Category.

Read more about the Young Leaders Academy featured in NACo’s news article at www.naco.org/articles/academy-helps-young-adults-take-next-steps-further-education-careers.



“My major is in finance and information management, but I would say that YLA helped me become a better leader by identifying implicit bias and by knowing the importance of establishing an intersectional culture as it leads to further innovation. I think it is crucial to identify, respect and cherish everyone’s identity for who they are as it could increase engagement in work/learning environments. I wouldn’t have thought about this if it wasn’t for this program.”

– Jesus Soto-Balzan

“I am majoring in Elementary Education with an endorsement in Social Emotional Learning at the University of Portland. I was part of the first cohort in YLA back in March of 2021. The YLA leadership program has been such a great experience. Since then, I’ve finished my first year of college as an FGEN student. I went through the ups and downs that college is, and overall had a successful year of learning and growing. This past summer, I’ve been working as a camp counselor and a lifeguard. I’ve loved being able to work with kids, parents, and an incredible staff. As summer ends, I am preparing to take on leadership opportunities on campus. I am excited for the next semester to start and am counting down days left until school begins.”



- Haniel Morquecho Beltran

Community Partners

Community Action Programs (CAP) understands and believes that collaboration is the best way to serve our community. All CAP programs work in partnership with nonprofit organizations, county and city departments, faith communities, educational institutions, and others to accomplish goals. Our key external partners include:

Sister Carmen Community Center	Front Range Community College
EFAA	City of Longmont
OUR Center	City of Boulder
Mile High United Way	Community Foundation Boulder County
Social Venture Partners	Longmont Community Foundation
Boulder County Small Business Development Center	Latino Chamber of Commerce

CAP and CADC Boards

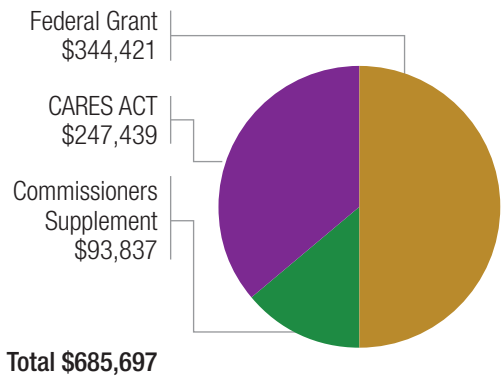
CAP is funded primarily by the federal Community Services Block Grant (CSBG) through the Office of Community Services, which supports staff and some program costs. CSBG requires that CAP’s administrative board include members who are either low-income or can represent low-income communities. This board is appointed by the Boulder County Commissioners and provides input and oversight to CAP.

CAP Administrative Board Members

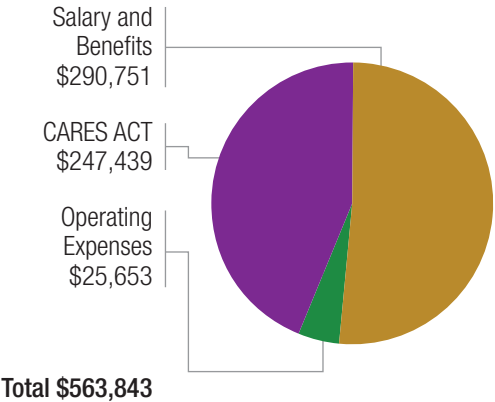
Maryel Barron	Asna Jefferies
William Benjamin	Sandra Reisman
Megan Delaney	Jay Schaeffer
Bhola Katuwal	

In 1984, the Community Action Development Corporation (CADC), a registered 501(C)(3), was formed to help fundraise and support CAP programs. CADC has its own governing board that oversees finances and provides input into CAP programming.

Revenues



Expenses



*CAP carries forward unexpended amounts into the next program year