Community Action Programs: Educate > Empower > Succeed

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Populations Served
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**Empathy Board Game**
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- OUR Center
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- Boulder County Small Business Development Center

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William Benjamin
Megan Delaney
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Asna Jefferies
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**2022 Revenues**

<table>
<thead>
<tr>
<th>Source</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Federal Grant</td>
<td>$344,421</td>
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<tr>
<td>CARES ACT</td>
<td>$247,439</td>
</tr>
<tr>
<td>Commissioners Supplement</td>
<td>$93,937</td>
</tr>
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<td><strong>Total</strong></td>
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**2022 Expenses**

<table>
<thead>
<tr>
<th>Category</th>
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<td>Salary and Benefits</td>
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<tr>
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<tr>
<td>Operating Expenses</td>
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**2022 Populations Served**
- 28 PIE participants
- 15 PERL participants
- 14 Creating Connections DEI training participants
- 22 YLA participants
- 46 Empathy Board Game participants

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**ANNUAL REPORT**
Generating a Lifetime of Opportunities

COMMUNITY ACTION PROGRAMS
COMMUNITY JUSTICE SERVICES
HEAD START
HEALTHY YOUTH ALLIANCE
STRATEGIC INITIATIVES
WORKFORCE BOULDER COUNTY

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- Commissioners Supplement $93,837

Total $685,697

Expenses

- Salary and Benefits $290,751
- Operating Expenses $25,653

Total $363,843

*CAP carries forward unexpended amounts into the next program year*
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.

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

Program Participants

- 27 participants started financial education classes
- 6 participants completed their financial education classes
- 25 participants completed a financial coaching session
- 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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"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."

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.

Program Participants

- 6 individuals completed PERL Administrative Boards & Commissions training
- 14 members of Boulder County boards participated in PERL’s Creating Connections (CE) training
- 75% participants completed PERL’s Financial Coaching sessions 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

Community Action Program (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.

"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."

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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.

Young Leaders Academy

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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.

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