



2025

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

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

19 participants started financial education classes

15 participants completed a financial coaching session

39% served were low-income at below the 200% of the Federal Poverty Level

61% served were low-income at below the 80% of the Boulder County Median Income

100% say that their confidence in managing their finances and their ability to plan for their financial future

2024 PIE Program Success

58% of participants achieved their goal of homeownership.

25% of participants enrolled in post-secondary education.

17% of participants started or expanded their small business with the support of the Small Business Development Center (SBDC)

12 participants used their savings to purchase an asset.



“The PIE program played a pivotal role in empowering me to transition to full-time entrepreneurship. With Jesse's guidance as a business coach, I gained the confidence to project my income, outline a strategic roadmap, and take the leap into pursuing my passion as a photographer. The financial grant provided by the PIE program was instrumental in acquiring essential tools for my business, such as a laptop, cell phone, and camera body—items that have become indispensable in my daily operations.

Beyond the financial support, the program offered invaluable insights into financial management, budgeting, and income projection. These tools have been instrumental in shaping the foundation of my business. The ability to create and receive feedback on a marketing plan was particularly empowering, instilling in me a newfound confidence in my entrepreneurial journey.

Moreover, the ongoing support, education, and resources provided by the entire PIE team have been a continuous source of inspiration and motivation. Landing a photography gig in the early stages, thanks to Jesse's assistance, showcased the tangible impact of the program on my budding career.

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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. The PERL training program is designed to develop leadership skills and increase civic engagement of low-income people on boards and commissions across the county.

PERL 2024 Highlights

18 individuals completed PERL Administrative Boards & Commissions training

1 One Boulder County board worked with Creating Connections to strengthen their existing boards in the areas of board member participation, informed decision-making, and governance.

“Connecting with other people in the room, hearing their perspectives within their areas of expertise, and the interactive exercises were great.”

Cultural Broker Program

After a two-year hiatus, the Cultural Broker Program is once again fully established, supporting community organizations that improve services for low-income Boulder County residents. Through introductory training and bimonthly Community Connection Meetings, participants explore the five roles of a Cultural Broker, strengthen partnerships, share insights on community needs, and build skills that expand access to resources through civic engagement and public participation.

55 participants completed the Introductory training

25 attendees participated in Community Connection meetings.

42 participants reported increased confidence and leadership growth.

1 participant joined an advisory board.

52 participants strengthened their community-engagement skills.

“At first it was just a term, Cultural Brokers, but now it's an active skill I use daily. There are so many parts to being a cultural broker like cultural humility, leadership, mentorship and your skill of translating. But each time I do, I have the knowledge to know how it will impact someones future.”

Note from Maciel Leon, CAP Division Manager

In 2024, our community action efforts remained centered on raising awareness about poverty in Boulder County while advancing long-term strategies to break its cycle. Through a blend of outreach, education, and leadership development, we worked to equip individuals and families with the tools and opportunities needed to achieve lasting stability and self-sufficiency.

A standout initiative this year was the Empathy Board Game, an interactive educational experience designed to shed light on the lived realities of those experiencing poverty. College students who participated in the game engaged in powerful conversations about equity, access, and the broader impact of economic hardship. This initiative helped cultivate a new generation of informed, compassionate leaders who understand that poverty affects not just individuals—but entire communities.

Asset building continued to be a foundational pillar of our strategy. Guided by the PIE (Personal Investment Enterprise) framework, we emphasized that economic stability is not merely about surviving—it's about thriving. Through targeted programs and strategic partnerships, we supported Boulder County residents in taking meaningful steps toward financial empowerment, with a focus on building generational wealth and long-term security.

Leadership development and civic engagement were also key components of our work. The PERL Administrative Board & Commissions training helped emerging community leaders build the skills and confidence to advocate for change and participate in local governance. Meanwhile, the Cultural Brokers Program played a vital role in fostering inclusive civic participation, ensuring that those most impacted by poverty have a voice in shaping the policies and decisions that affect their lives.

Together, these initiatives reflect our ongoing commitment to equity, empowerment, and community-driven change in Boulder County.



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 Empathy Board Game. In 2024, CAP served 142 clients through its programming.



Empathy Board Game

The poverty rate in Boulder County has increased thirteen percent compared to pre-pandemic levels. More than a quarter of Boulder County residents live below the poverty line and don’t earn enough to make ends meet without public or private assistance. Although Boulder County has some of the lowest unemployment in recent years, our community has a difficult time engaging in conversations about poverty. CAP developed an Empathy Board Game to addresses the real-world challenges faced by families experiencing financial hardship, housing challenges, and food insecurities. The use of a narrative involving a family in need allows participants to empathize with the struggles faced by individuals in such situations.

CAP facilitated the Empathy Board Game at the Colorado University (CU) Boulder Norlin Scholars Enrichment Program in 2024. Participants 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. Participants also tried to answer the question: “Why are people poor?” Student participants 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.

“This activity made me stressed out and not excited to be an adult.”

“It was a great way to engage in talking about poverty. When we were put in this situation, it made us think more seriously about these problems.”

“I think this presentation was effective. I really liked how it highlighted that this could happen to anyone.”

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:

Boulder County Small Business	Habitat for Humanity St. Vrain
City of Boulder	Latino Chamber of Commerce
City of Longmont	Longmont Community Foundation
EFAA	OUR Center
Flatirons Habitat for Humanity	Small Business Development Center (SBDC)
Front Range Community College	Workforce Boulder County

CAP and CADC Boards

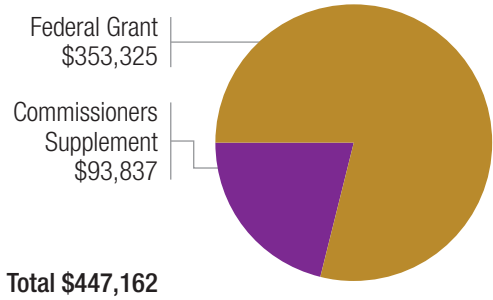
CAP is funded primarily by the federal Community Services Block Grant (CSBG) through the Office of Community Services, which supports staff and some program costs. CSBG requires that CAP's administrative board include members who are either low-income or can represent low-income communities. This board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

CAP Administrative Board Members

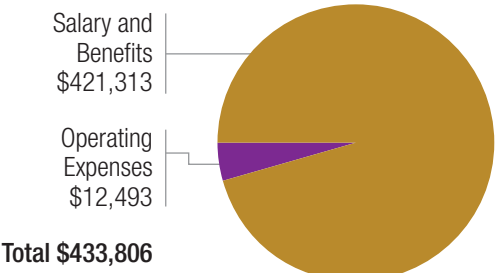
Maryel Barron	Katie McKillips
Dave Begleiter	Erika Moats
Erika Carlson	Sakar Pudasaini
Alex Kalkhofer	Roxanne Peterson

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