



2024 ANNUAL REPORT





Jami Hayes

2024 Executive Director

Alex Mondragon

2024 Board Chair

Dear Community Partners,

I am honored to step into the role of Board Chair for YouthZone, an organization dedicated to empowering and uplifting young people in our community. As a youth soccer coach, and a proud father, I have a deep passion for mentoring, guiding, and helping youth build strong foundations for their future.

In this role, I aim to strengthen our programs, expand community partnerships, and ensure that every young person who walks through our doors feels supported and empowered to reach their full potential. I am committed to increasing resources for mentorship, fostering leadership opportunities, and advocating for initiatives that promote personal growth and success for the youth we serve.

I look forward to working alongside an incredible team of staff, board members, volunteers, and supporters to make a lasting impact. Together, we can continue to create a positive, welcoming, and transformative space for our youth.

Thank you for your support, and I am excited about what we can accomplish together!

Alex Alex Mondragon
Board Chair

Dear Friends and Supporters of YouthZone,

As we reflect on the past year, I am honored to share the incredible progress and impact we have achieved together in serving youth and families in the 9th Judicial District. Your unwavering support has allowed us to provide critical resources such as substance treatment and education, mental health support, youth coaching, life skills, and CRAFT parent support groups, as well as mentorship and advocacy for young people seeking a second chance and a brighter future.

This year has been one of growth, resilience, and transformation. Through our dedicated programs, we have reached hundreds of youth, equipping them with the skills, education, and support systems needed to break the cycle of incarceration and build paths to success. From expanding our mentorship initiatives to strengthening community partnerships, every step we have taken has been fueled by our shared commitment to justice, equity, and opportunity.

While we celebrate our achievements, we also recognize the ongoing challenges our youth and families face. The need for holistic, trauma-informed support has never been greater, and we remain steadfast in our mission to advocate for policies and programs that create meaningful change. Our work is far from over, but with your continued partnership, we can amplify our impact and ensure that every young person has the chance to thrive.

On behalf of our entire team and the youth and families we serve, I extend my deepest gratitude for your generosity, dedication, and belief in our mission. Together, we are building a future where justice-involved youth have the opportunities and support they deserve.

With gratitude and determination,

Jami Jami Hayes
Executive Director

2024 Successes

Through our Mission and Vision



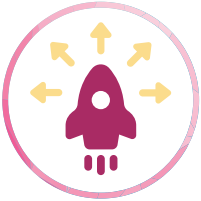
Youth and Family Services

- Delivered 496 assessments to 414 youth and served nearly 1,200 additional community members.
- Provided 144 restorative justice sessions, 132 substance education sessions, 54 LGBTQ peer-support groups, 47 life skills classes, 33 mental health sessions, 20 mentoring sessions, and 18 family meetings.
- Completed our triennial independent evaluation, which demonstrated that our services are effective in reducing risk in all target areas for all clients, regardless of background (more information on page 7).



Community Partnerships

- Strengthened collaboration with local governments, courts, and schools by drafting high-quality Memoranda of Understanding and facilitating thorough multi-partner family meetings.
- Secured federal-level grants and contracts for the first time, including one through the Office of Gun Violence and Prevention.
- Gathered overwhelmingly positive feedback from key partners during a month-long, jurisdiction-wide listening session campaign.



Staff Development

- Initiated new hybrid work policies and distributed mobile phones to staff, improving accessibility and increasing quality of service.
- Introduced two new roles; Parent & Community Education Coordinator and Court Coordinator.
- Hired new staff members and maintained record-high retention.
- Increased our salaries and health stipend to exceed statewide nonprofit standards.
- Offered job-embedded professional development through coaching, supervision, and career-related education.
- Held three Certified Addiction Technicians on staff and supported two more through the process of becoming certified.
- Provided Motivational Interview training for all staff and secured an in-house certification to provide MI trainings in the future.
- Trained four staff members in CRAFT (Community Reinforcement and Family Training), two of whom are certified as “trainers of trainers.”
- Strengthened core systems and responsibilities within our team to clarify our roles and increase our success system wide.



Financial Stewardship

- Reviewed our contracts with third-party providers to determine which services could be brought in-house for financial savings and sustainability.
- Increased our internal capacity to provide Human Resources, Marketing & Advertising and Technology supports
- Rolled out a new payroll system that is more efficient for both administrative and direct service staff.
- Became a Medicaid-approved provider, allowing us to provide the same amount of services at a lower overall cost to the organization.



Equity

- Supported Spanish-speaking clients and families with a staff that is 45% bilingual and 24/7 interpretation services.
- Implemented a sliding scale based on income that reduces our \$200 fee to a level that is appropriate for each family.

Honoring Our Donors

Gifts Made in Memory of:

George Austin-Martin
Captain William H. "Pyro" Dubois Jr.
Melissa Jankovsky
Jason Pennington
Hjalmar S. Sundin

Gifts Made in Honor of:

Knox Nielsen
Travis Wilson

Governments and Agencies

City of Aspen
City of Glenwood Springs
City of Rifle
Colorado Department of Public Health and Environment
Colorado Division of Criminal Justice
Colorado Division of Youth Services
Garfield County
Garfield County School District 16
Garfield School District RE-2
Pitkin County
Roaring Fork School District RE-1
Signal Behavioral Health
Town of Basalt
Town of Carbondale
Town of Parachute
Town of Silt
Town of Snowmass Village

Foundations and nonprofits

Aspen Community Foundation
Aspen Community Foundation - Kathryn E. Williams Advised Fund
Aspen Community Foundation - Mike and Laura Kaplan Advised Fund
Colorado Bar Foundation
Colorado Gives Foundation
Colorado Health Foundation
Cooper Corner Gallery *
El Pomar Foundation
El Puente Foundation
Fred & Elli Iselin Foundation
Grand Valley Kiwanis Foundation
Harris Foundation
Henry & Ruth Blaustein Rosenberg Foundation
Johnson Foundation of the Rockies
Kiwanis Club of Glenwood
Lift Up *
Rifle Community Foundation
Rob and Melissa Jankovsky Family Fund
Snowmass Chapel
Snowmass Village Rotary Club
Starbucks Foundation
Thrift Shop of Aspen
Vera and Joseph Dresner Foundation
Virginia W. Hill Foundation
Western Colorado Community Foundation
Western Colorado Community Foundation - Vanderhoof Family Fund
Wyoming Community Foundation

Businesses

1918 Grand Liquor *
19th Street Diner *
625-Water *
A la Carte Inc *
Alpine Bank
An Exquisite Design *
Arrigoni Woods
Back to Balance
Belmont Clean Inc. *
Bishop Plumbing and Heating
Builder's First Source *
Carbondale Animal Hospital *
Chevron
Colorado Drifters Coffee and Fly Shop *
Columbine Ford *
Cooper Wine and Spirits *
Divine Moon *
Domino's Rifle (How Can We Help LLC) *
El Jebel Auto Wash *
First Bank
Frida Authentic Mexican Restaurant
Glenwood Canyon Brewpub *
Glenwood Caverns Adventure Park
Glenwood Hot Springs Resort
Glenwood Partnership LLLP
Gran Farnum Printing & Publishing *
Grand Avenue Liquors *
High Country Building Group
Holy Cross Energy
Iron Mountain Hot Springs *
Jerry's Irrigation and Landscaping
JM Huber Corporation (Natural Soda)
Karl Malone Motorsports *
Kroger/City Market *
Los Cazadores Mexican Restaurant *

Donor List Key

* Indicates an in-kind contribution, either in addition to or instead of a financial contribution

McDonalds (JNJ Inc.)
 Miner's Claim Restaurant *
 Mountain Air Mechanical *
 Mountain West Insurance and
 Financial
 Okim Photobooth *
 Osprey Design Studio *
 Pine's Stone Company
 Remix Media Group (KTND, KGHT,
 Cat Country) *
 River Valley Ranch *
 Roaring Fork Anglers *
 SGM
 Slifer Smith & Frampton
 Stifel Nicolaus & Co, Inc
 Sunlight Mountain Resort *
 Team Pepsico *
 Terra Verde Development
 Tom's Door
 Trek Builders (Aspen Development
 Company)
 Umbrella Roofing
 Vicki Lee Green Realtors
 Wal-Mart
 White House Pizza *
 White River Electric Association,
 Inc.
 Wild Coffee *
 WIN Institute *
 Wings Consulting, LLC

Individuals

Suzy and Dave Alcott
 Glenda Antonelli
 Linda Austin-Martin
 Nanette "Nettie" and Bryan Avery
 Ryan Barbone
 Janice Barker
 Silvia Barragan *
 Peter Baumann
 Danica and Romeo Baylosis
 Charla, Tim and Ben Belinski
 Tania and Oscar Beltran
 Lindsay Bennett
 Diane and Steven Boat

Special Thanks

Colorado Health Foundation



This year, we'd like to give a shoutout to the amazing team at the Colorado Health Foundation for funding our LGBTQ+ peer-support group, **the SPACE**. The Foundation is bringing health in reach for all Coloradans by engaging closely with communities across the state through investing, policy advocacy, learning and capacity building. Our SPACE program is designed to offer LGBTQ+ youth an opportunity to come together in a **safe environment**, develop relationships with kids who have similar lived experiences to their own, and discuss pressing issues with the help of a trained facilitator. YouthZone also offers parents the chance to come together in a similar way once a month in a virtual support group. The program also earmarks funds for LGBTQ+ speakers and staff training events, aimed at increasing awareness and cultural competency in the larger community

Now in its third year, the SPACE is made possible by a two-year, **\$253,000 grant from the Foundation**. This funding supports staff, clients, and communities alike. "Not only does the Foundation provide an amazing support system for marginalized youth, they're also instrumental in fostering a space for staff to heal," says SPACE facilitator Travis Wilson. Part of the grant includes funds that are earmarked for health and wellness purposes. In the past, staff have used these funds to visit the hot springs, purchase lift tickets for winter snowsports, modernize equipment they use for exercise, and pay for preventative medicine services such as massage. This allows YouthZone staff to **relax, recharge, and give 100%** of their energy to their clients each day. We're so proud to have the Colorado Health Foundation on our team!

Kimberly Bock
 Sharon and Gary Bosco *
 Gina Bosco-Cavanaugh and
 Michael Cavanaugh
 Autumn Bridgers
 Wren Brotzman
 Michelle Buchman
 Jim Bundy
 Paul Bushong
 Renee Caldron
 Susie Campbell
 Thomas and Carol Carnish
 Penney and Dennis Carruth

Lynn Cary and Bill Childs
 Susan Cashel and Pat Seydel
 Brianda Cervantes
 Georgia Chamberlain and John
 Foulkrod
 Todd Chamberlin
 Susan and Jerry Cheney
 Lisa Chiles
 Julie Cohne
 Robin and Alan Cole
 Charlene Collett
 Brittany Crooke
 Linda Cutter

Paige Nykole Damiano	Jill Leonard	Sheryl Rosenbloom
Kristin Davis	Veronica Lopez	Cathleen "Katie" and Tom Rubel
Francis Deppenbusch	Sandra Lorton	Lynn Russell and Stoney Davis
Brandy Drake	Sandy and Jennifer Lowell	Ellen Sanders
Donna Dubois	Joan and Kenneth Lubrant	Michael Sawyer
Jocelyn Durrance	Amy Luetke	Sydney Schalit
Pete Durrance	Cindy Lundin and George Shaver	Shelly Searles
Ashley Eaton	Shanley Mangeot	Greg Shaw
Gayle Embrey	Marlene and Lloyd Manown	Patrick Sieders
Nancy Emerson	Fernando Masferrer	Jason Smith
Doug Estes	Stefanie Maurice	Scott and Lisa Sobke
Karla and Dwight Felkey	Chrissy and Dan McCaslin	Ben Sollars
Shannon Fink	Jill McConaughy	Kim Stacey
Michael Flohr	Andrew McGregor and Eileen "Ellie" Caryl	Rob Stein and Mariah Dickson
Leslie Gallagher and Jack McKay	Brit and Sharon McLin	Judy and Paul Steinberg Hoenmans
Hilary Garnsey and Ben Peery	Melissa Meuzelaar	John Stelzriede
Richard and Holly Glasier	Scott and Therese Miller	Danny Stone
Lindsay Gould	Alex Mondragon	Carolyn and Eric Strautman
Gerilyn Grange	Julia Moore	Virginia "Ginger" Sundin
George and Joan Greenwald	Rick Moore	Michael Sussman and Sharon Gallagher
Jan and John Haines	Ali Naaseh-Shahry	Kajsa Sutro
Mark Hamilton	Julie and Dale Nesbit	Nichole Swann
Jami Hayes *	Sarah Nordgaard	Pam Szedelyi
Tony Hershey	Cecily Nordstrom	Ken and Juli Tallman *
Susan and Bob Hess	Caroline Norquist	Elizabeth and Michael Thele
Cynthia "Cindy" Hester	Janet and Richard "Dick" O'Connell	Robin Tolan
Kim Holland	Carolyn and Jim O'Donnell	Denise and Tom Tomaskovic
Tiz Wendy and Stephen Huber	Sandra Ortiz	Monica Torres
Greg Hull	Barbara Palmer	Chris and Amy Treese
Judy Huston	Kimberly Parham	John "Jack" Trembath
Audrey Imhoff	Bob and Marci Pattillo	Gina and Pete Waller
Joy and Niels Jepsen	Linda and Steve Pawlak	Mary Watson and John Seybold
Greg and Sean Jeung	Lyndie and Martin Pearson	Jo Ellen White
Sandy Johnson	Patti and Frank Phelps	Brigitt Widmer
Stacy Dewann Jones	Mike and Kristi Picore	Kara Williams
Abigail and Gerardo Jurado *	Pam Pine and Rick Abernethy	Shirley and Eric Williams
Giovanna Kennedy	Jodi Pinkham	Sarah Woods Kelly
Tess Kennedy	Brook and David Portman	Adina Woodward
Bentley King	Kaylyn Radden	Patricia Woodward
Krista Klees	Rachel Richards	Alexandra Yajko and Donn Willins
Trish and Scott Kramer	Graham and Alisha Riddile	Kendra Zehner
Donnalyne LaGiglia	Bruce and Dayle Robinson	Evan Zislis
Wendy Larson	Crystal and Howard Roark Roney	Dave Zumwinkle
Alexandria Latz	Jennifer Rose	
Paul Lazo		

Special Thanks

Iron Mountain Hot Springs and Glenwood Caverns Adventure Park



For the entirety of 2024, Iron Mountain Hot Springs and Glenwood Caverns Adventure Park **implemented a round-up donation program** benefiting YouthZone. Heather Austin, Sales and Marketing Director at Iron Mountain Hot Springs and Glenwood Caverns Adventure Park shared that they “chose YouthZone because of their **exceptional commitment to addressing mental health issues** and their proactive approach in our community. We believe that by supporting YouthZone, we are investing in a healthier, more resilient future for our youth.”

Whenever a guest purchased a ticket to either attraction, they were given the opportunity to make a contribution to YouthZone. Over the course of the year, nearly **1,000 guests chose to donate, raising more than \$7,600**. Both businesses matched their guests’ donations, dollar-for-dollar. Together, our community generated more than \$15,000 through this program, which is a testament to the power of crowdsourced fundraising. The average donation was only around \$8 per guest, but when added together, these small contributions ended up becoming our **third-largest business contribution of 2024**. If you own a local restaurant, retail storefront, or professional service, consider implementing a similar service to benefit YouthZone in the future.



Independent Evaluation Results

This year, we partnered with Augenblick, Palaich and Associates Consulting to complete our 10th triennial independent evaluation. Conducted every three years, the goal of the independent evaluation is to determine the efficacy of our programs and ensure that we’re making significant differences in the lives of all clients that we work with. The evaluation uses survey data from the **Positive Screener for Youth Development**, our proprietary two-generational comprehensive assessment designed by Dr. Jerome Evans in 1995. Most recently updated in 2022, the survey measures client performance in five target areas: life optimism and social support; school and community engagement; alcohol refusal skills; marijuana and other drug refusal skills; and safety.

We’re proud to announce that the findings of the evaluation suggest that **YouthZone is successfully reducing risks for clients of all types**, and youth experienced a statistically significant reduction in risks across all five target areas after participating in a YouthZone program. With few exceptions, risk reduction was similar **regardless of age, ethnicity, and poverty status**. Ultimately, these findings affirm YouthZone’s positive impact on developmental behaviors of youth and suggest that our programs are effective in reducing risk for clients. You can visit **www.youthzone.com/financials** to download a copy of the evaluation.



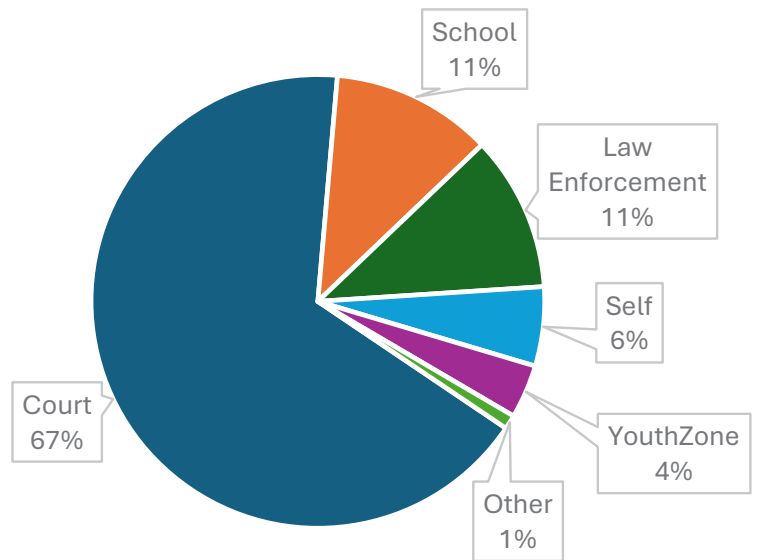
89%

of clients completed their contract requirements successfully and did not reoffend while working with YZ.

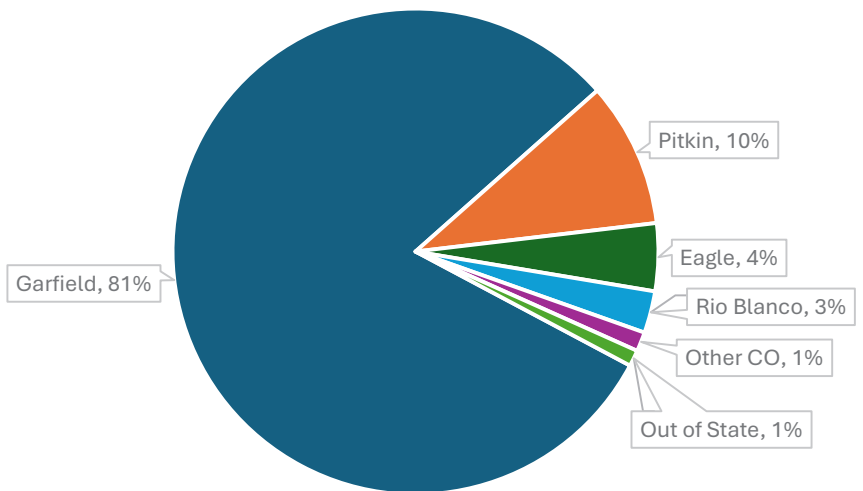
Quick Facts

- **67%** of youth feel more optimistic after working with YouthZone
- **62%** report being more engaged at school
- **52%** feel safer in their community
- **52%** refuse alcohol more readily than before
- **63%** refuse marijuana and other drugs in a way they were previously unable to do

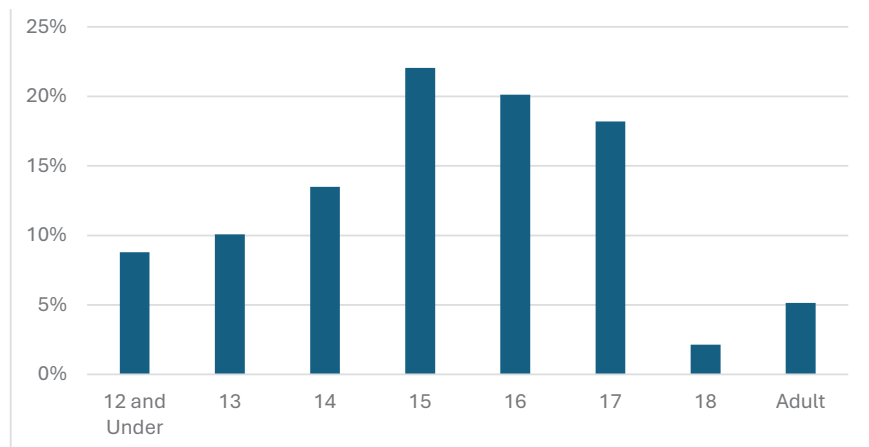
Referral Sources



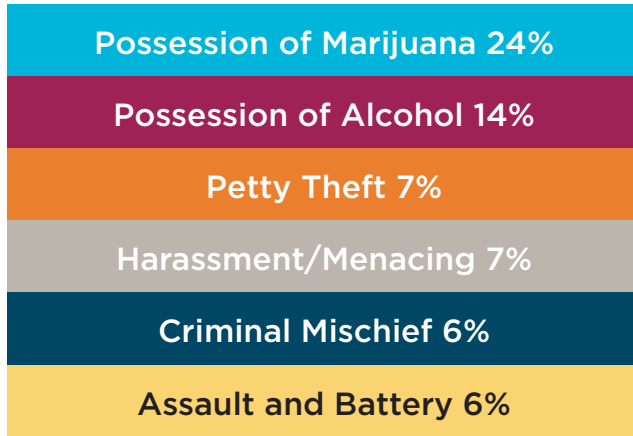
Intakes by County



Age at Intake



Top 5 Reasons for Referral



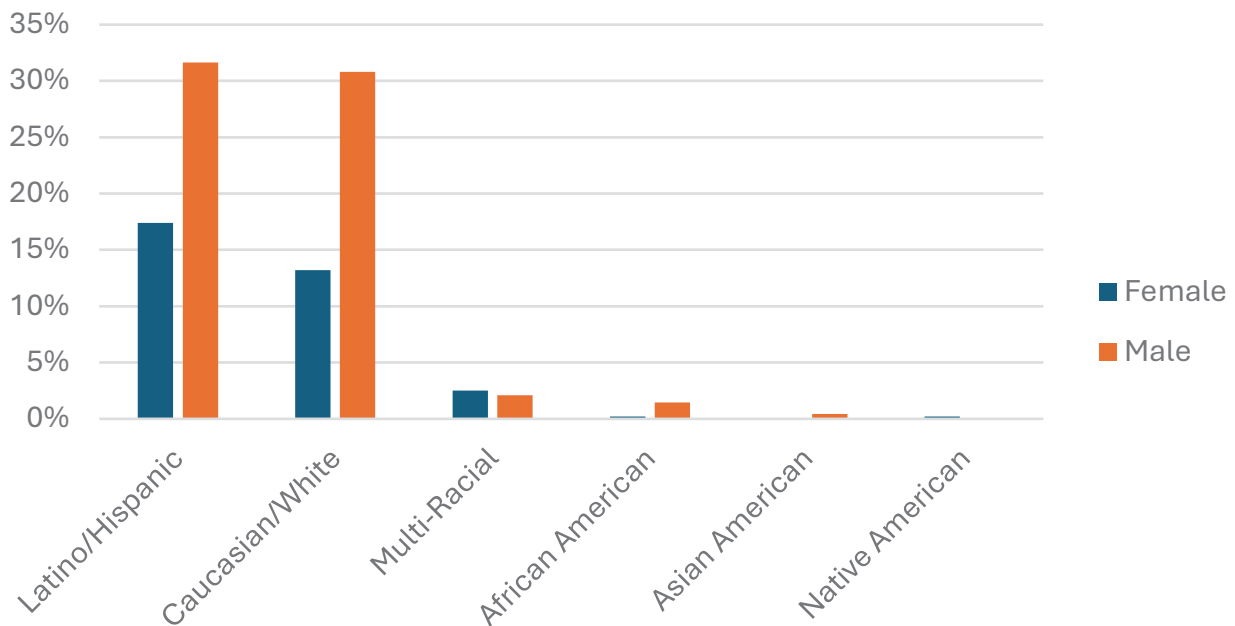
Youth & Family Programs

Juvenile Diversion
 Life Skills
 Youth Advocacy
 Restorative Justice
 Substance Intervention
 Substance Education
 Counseling
 Parent Consultations
 Parent Education
 Family Advocacy
 Family Mediation
 Youth Coaching
 LBGTQIA+
 Support Groups

*“Working with YouthZone has been life changing, I had the privilege to work with my case manager to help me complete my apology letter and **get my life balanced again**. They have also become a great support through the court process, I really appreciated their wise words and good encouragement. Being able to create art for YouthZone was something special for me as well and I thank my case manager for her creative support. Going through this process has made me affirm that **I want something better for my life and that is possible.**”*

- Former YouthZone Client

Clients by Ethnicity & Gender



FIVE Ways to Give

1

Planned Giving

When considering your estate planning, including YouthZone can ensure that you leave a lasting impact on our organization, supporting our mission for years to come. You can designate YouthZone as a beneficiary in your will to receive any of the following: outright gifts, either as a designated dollar amount or a percentage of your estate; your IRA or a portion of your IRA; your real estate; your life insurance benefits; and stock options. Always make sure to consult with your attorney, accountant, or other tax advisor for further information on how any of these may apply to your specific situation.

2

Endowment

YouthZone is lucky to have an endowment fund that acts as a strategic way to provide sustained support for our initiatives. By directing your contributions specifically to the endowment, you can help grow our long-term financial foundation, increasing our pool of investments and raising the amount of interest the fund earns each year. Only the interest is withdrawn, meaning that your gift is safe, stable, and secure, ensuring that we can continue serving youth in our communities for years to come.

3

Fresh Start Club

Even modest, regular contributions can make a significant impact on the work we do. By committing to a recurring donation of as little as \$20 per month, you provide reliable support that allows us to plan ahead, allocate resources efficiently, and sustain our programs and services throughout the year. Your ongoing generosity not only helps YouthZone meet its immediate needs, but also fosters long-term sustainability, empowering us to make meaningful progress towards our mission and vision each day.

4

Annual Giving

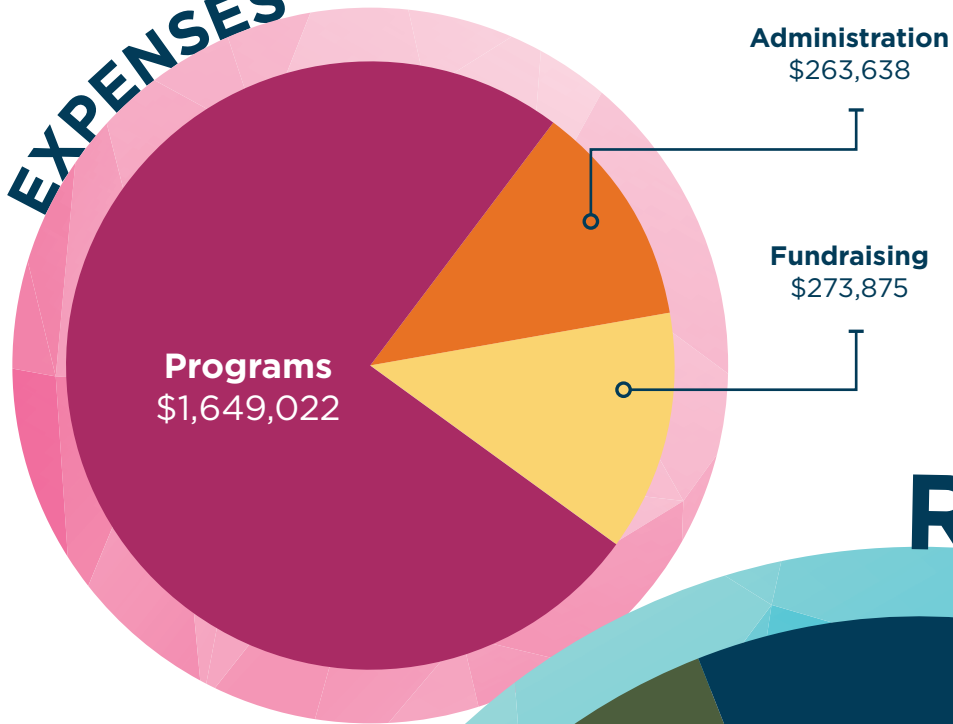
Our end-of-year campaign, executed through Colorado Gives Day, serves as the lifeblood of our organization. Your annual contributions ensure that YouthZone has the resources to address pressing needs, seize opportunities for growth, and adapt to evolving challenges. Whether you choose to make a gift to a specific program or service, or if you choose to contribute to our general fund, your annual contribution plays a critical role in our ability to prepare for the upcoming year and continue to serve our communities.

5

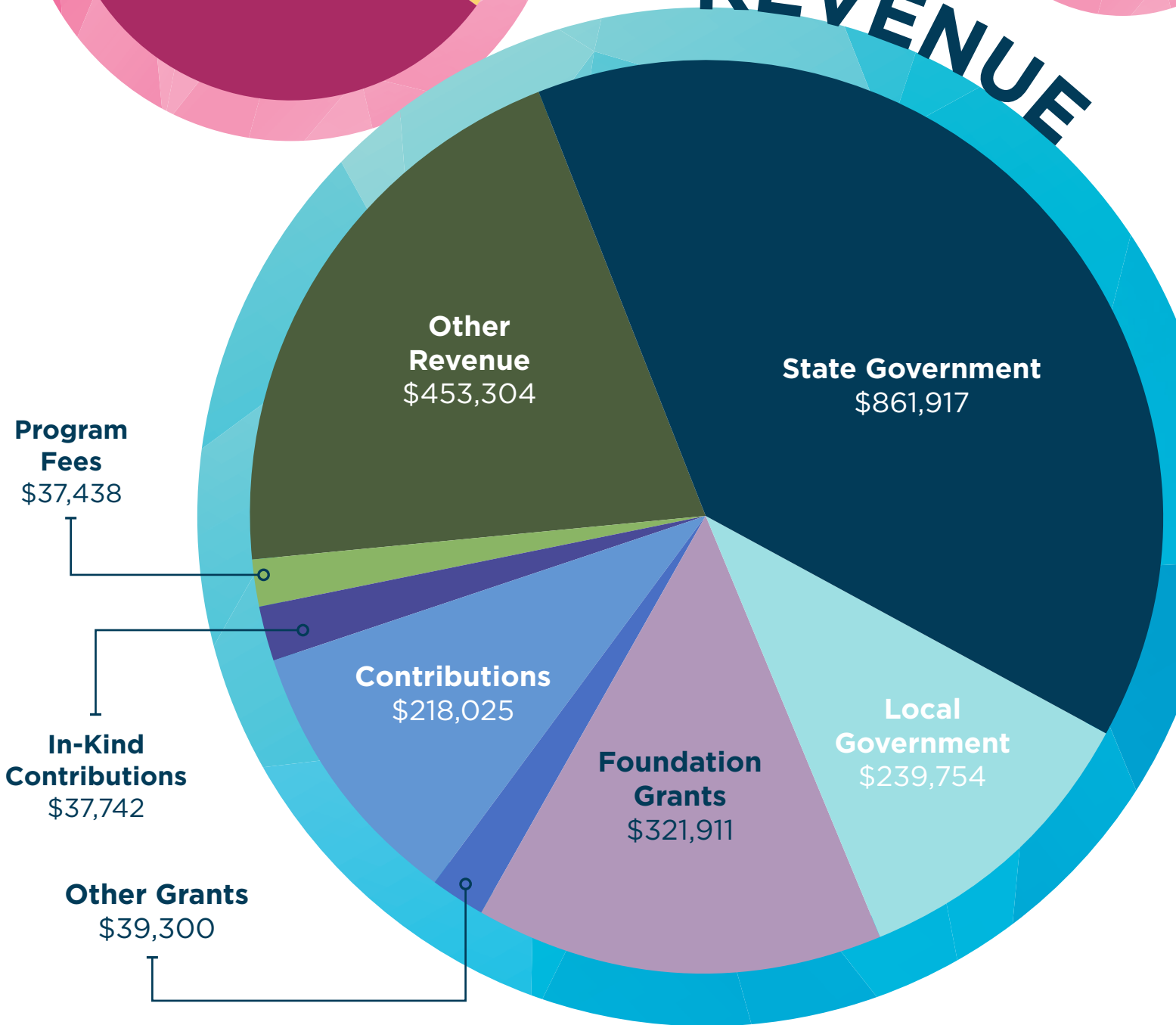
Business Sponsorships

If you are interested in aligning your company with YouthZone's mission and vision while enhancing your brand visibility at the same time, a business sponsorship might be the right fit for you. Your business can demonstrate its commitment to serving youth in need in a number of ways, including: community- and fundraising-oriented event sponsorships; naming rights in our various office locations; contributions to specific programs and services; and more. By partnering with us, your business not only contributes to positive social change, but also cultivates stronger connections with your target audience and creates a sense of purpose amongst employees.

EXPENSES



REVENUE



YouthZone Staff



BACK ROW, LEFT TO RIGHT: Pete Durrance, Keri Sorenson, Erin Greenwald, Chelsea Smith, Becca Paturalski, Lupe Loya, Sarai Quintana, Aida Bonilla, Tania Beltran, Airen Goodman
FRONT ROW, LEFT TO RIGHT: Ali Naaseh-Shahry, Lyn Williams, Travis Wilson, Aby Jurado, Vanessa Otero
NOT PICTURED: Silvia Barragan, Mariah Dickson, Jami Hayes, and Michelle Medrano

2024 Board of Directors

Dave Portman – President
Allison Mahoney – Vice President
Alex Mondragon – Treasurer
Brianda Cervantes – Secretary
Charla Belinski
Michael Flohr
Paul Lazo
Patrick McGinty

2025 Board of Directors

Alex Mondragon – President
Patrick McGinty – Vice President
Asha John – Treasurer
Brianda Cervantes – Secretary
Michael Flohr
Paul Lazo
Hans Lutgring
Allison Mahoney
Dave Portman

Vision:
**Hopeful Youth, Strong Families,
Safe Communities**



Mission Statement:
YouthZone provides comprehensive assessment and advocacy to inspire healthy relationships between youth, families, and communities.



@youthzoneglenwood



@YouthZone970

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