

'22-'23 Annual Report



*CELEBRATING
25 YEARS OF IMPACT*

July 1, 2022 - June 30, 2023 Fiscal Year



Our Mission:

To support, educate, and empower youth and their families to make healthy choices and thrive.

THRIVING YOUTH =
THRIVING COMMUNITY



Our Vision:

To be an innovator of positive youth development.



We show up for young people every single day.

AND THEY KEEP SHOWING UP TOO!



TABLE OF CONTENTS

3. Letter from Board
4. Our Values
5. Our Impact
7. Volunteer Vignette
8. Success Stories
9. Education
10. Recreation & Leadership
11. Youth Employment
12. Community Initiatives
13. Celebrating 25 Years
14. Founders
15. Board
16. Staff
17. Financials
18. Donor Thank You



Dear Friends of TEENS, Inc.,

After 25 years of serving families across the Front Range, you would think we've seen it all. But the young people who we serve continue to amaze us on a day-to-day basis. Whether making trails or mitigating wildfire, graduating high school, or going on leadership retreats... youth can move mountains (and climb them too).

But first they have to show up. It may sound easy. But for many youth, showing up is a day-to-day struggle. I'm not just talking about being motivated. Transportation, food, shelter, mental health – any one of these can be an obstacle that takes persistence and effort to overcome. Yet the young people keep showing up.

They show up because they know who we are. Our core values are the foundation. We hire staff who align with our values and we keep them at the forefront of everything we do. We apply a positive youth development approach in all programs. Lastly, we have the unending belief that with support, guidance, and encouragement people can change the course of their lives for the better. That's what gets us out the door every morning.

Of course, another powerful group is continuing to show up: our community of families and supporters. From parents and guardians to local businesses, organizations, volunteers, and teachers, the progress youth make at TEENS, Inc. would be impossible without your partnership. In this report, we hope you will be able to see the impact you've made. We cannot thank you enough.

As we celebrate 25 years, we are really celebrating the community of youth and adults who have helped make TEENS, Inc. both possible and worthwhile. All of you continue to inspire us to show up, day after day.

Stephen LaFaiver

Stephen LeFaiver
Executive Director

Blue Hessner

Blue Hessner
Board President



OUR VALUES

YOUTH VOICES



Youth voices, perspectives, and contributions are necessary, valued and respected as current leaders within TEENS, Inc. and future community leaders. **We believe in youth and work with them** to find expression of their own voice in their current and future endeavors. At TEENS, Inc. youth are included in governance, program development and implementation.

BELIEVING IN POSSIBILITIES



We have an unending belief that with support, guidance and encouragement **people can persevere and change the course of their lives** for the better, despite potentially challenging and difficult circumstances.

RELATIONSHIPS



We understand that **the work we do is founded on the relationships** that we form and we believe youth need a variety of strong adult relationships in their lives. We value and care for each other, uphold high expectations and set firm boundaries.

HONESTY & INTEGRITY



In an effort to continuously improve both personally and as an organization **we are committed to speaking our truth and being true to ourselves.** Whether it is with co-workers, youth or any other stakeholder, we understand that honest communication, and follow through is essential to upholding personal and organizational integrity.

EXCERPT FROM OUR STATEMENT ON DIVERSITY, EQUITY & INCLUSION (DEI)

“We are committed to building and sustaining equitable outcomes by instituting policies, practices and programming where all individuals feel they belong and are able to thrive.”

LEARN MORE:

TEENSINC.ORG/VALUES



'22-'23 IMPACT



256 Teens

found a safe place to hang out and build healthy relationships at the Teen Center.



181 Youth

earned a pay check from TEENS, Inc.



170 Elementary Students

engaged in Social & Emotional Learning and skill-building at Nederland Elementary School (NES).



45 Families

attended parenting sessions.



56 Students

completed high school at Lookout Mountain Academy and Chinook West High School.

33 Children

enrolled year-round in care and Pre-K from 28 different families.

All Together,
We Served
724
Youth and Families.

THAT ADDS UP TO A BIG

DIFFERENCE!

The Impact, In Their Words...



"My hands – at first, climbing would totally shred them. Now I have calluses on all my fingers. They don't hurt any more. I don't get blisters. I'm way stronger,

WHICH IS AWESOME."

— STUDENT
at CHINOOK WEST HIGH SCHOOL



"First thing they said when they came back was, 'I think I want to be on my phone less'. That is

SO AMAZING"

— PARENT OF TEEN
after Outdoor Leadership Retreat



REACHING NEW HEIGHTS BY TAKING HEALTHY RISKS

hear from our Teen Center program manager, Stazi Snelling, about how visiting the Teen Center as a young person helped her make friends and grow.



LISTEN!



VOLUNTEER VIGNETTE:

Impossible, without you



Annette Treufeldt-Franck

has given countless hours to TEENS, Inc. as a volunteer, but she is best known for serving as a volunteer coordinator for the annual Ned*Ned 5k, 10k, and Half Marathon. For the past 8 years, Annette has served as one of two volunteer coordinators who oversee it all. The annual race begins at TEENS, Inc. on the western shores of Barker Reservoir and winds through the Town of Nederland and nearby trails. For participants, the race is a fun challenge that gets you out and moving. Behind the scenes is a network of volunteers carrying out logistics for hundreds of event participants.

Annette first got involved with TEENS, Inc. when her son became a student at Chinook West high school. She asked what help the organization needed and eventually got involved with the Ned*Ned, and it stuck. Starting this year, the Ned*Ned race is being hosted by Peak to Peak Endurance, a local nonprofit focused on youth sports, but Annette is still thinking about TEENS, Inc. as a volunteer with other local organizations. She serves on the board of the Nederland Food Pantry and coordinates its clothing closet, she is vice-chair of the Peak to Peak Housing and Human Services Alliance, and chair of the Boulder County Intellectual and Developmental Disabilities Advisory Council. She is a natural connector who is always seeking to make resources available to people who need them. When asked what motivates her to keep volunteering, she said, "You can make a meaningful difference in your community, so that is what keeps me coming back."



**OUR ETERNAL GRATITUDE TO ANNETTE & ALL OF
OUR INDISPENSABLE VOLUNTEERS.**

Success Stories



NAYA

“I started as a TeamWorks team member in 2014...”

“Whether it was identifying and mitigating different weeds, or milking a cow, or building a greenhouse from the ground up... TeamWorks showed me that I’m versatile. I could do anything I wanted to, if I just put my mind to it.

TeamWorks became something I could look forward to every summer. Each of my five summers at TeamWorks were full of irreplaceable experiences and friendships.”

“Then I was promoted to junior supervisor...”

“That was one of my first leadership roles. It showed me that when I speak up, people will listen. I’ve taken that with me to my next chapter.”

“Now I sit on the board of TEENS, Inc.”

“I want everyone to be able to have this type of experience. I’ve seen the full evolution and enjoyed every minute of it. As a member of the TEENS, Inc. board, I can contribute, learn, and keep ties with everyone in Ned.”

Naya Russell-Coprach graduated with a master’s degree in criminology & criminal justice in 2022. Naya is currently working for Denver Public Schools as a director of an extended learning program. In addition to sitting on the TEENS, Inc. Board, Naya plans to continue her education and eventually get a Ph.D.



NAYA RECEIVING AN AWARD FOR MERIT AT UNC



HEAR TORIN'S JOURNEY

“To have a positive role model was super big for me.”

EDUCATION

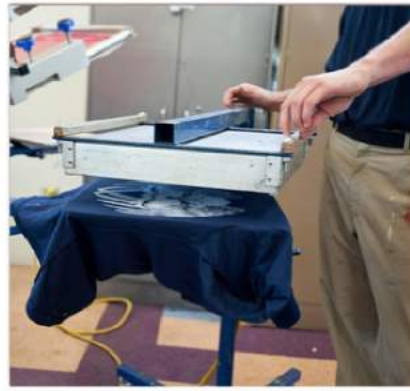


**CHINOOK WEST
HIGH SCHOOL**

has been accredited through



since 2013. The accreditation process evaluates four key characteristics of high-quality schools: Healthy culture, Leadership for learning, Engaged learners, and Growth in learning. During the '22-'23 academic year, its accreditation was renewed for another six years! A Cognia Team Member told us, "You are doing incredible things. It's obvious they have a big impact."



**LOOKOUT MOUNTAIN
ACADEMY**

has been a TEENS, Inc. effort since 2015. TEENS, Inc. runs the high school for teenagers who have been placed at Lookout by the courts. Students earn a diploma or GED and then transition into a Career Technical Education program such as culinary arts, hairstyling, graphic design or construction trades.



**NEW EXPLORERS
LEARNING CENTER**

received the rating of "high quality program" from



**COLORADO
SHINES**
START EARLY
START STRONG
QUALITY EARLY LEARNING

based on points in five categories: Workforce qualifications, Family partnerships, Child health, Learning environment, and Administrative practices.

**SMALL CLASS SIZES,
BIG IDEAS!**



**"AT CHINOOK, I HAD THE
HELP WHEN I NEEDED IT."**

Scan this QR code to hear from Brianna Rohan, a Chinook West graduate.





RECREATION & LEADERSHIP

TEEN CENTER | LEADERSHIP RETREATS | ROCK CLIMBING | PEAK-TO-PEAK SOCCER

Healthy risk-taking is a key part...

...of positive youth development and something you will hear about if you take part in any TEENS, Inc. program. It's the idea of stepping out of your comfort zone and trying something new. TEENS, Inc.'s recreation and leadership programs offer youth lots of opportunities to take healthy risks, from simply getting involved to conquering a hard climbing route or planning the meals for a multi-day camping trip. Across programs, teens demonstrate an increase in self confidence and leadership skills.

We Offered

2

Leadership Retreats
in '22-'23

WITH

100%

OF YOUTH IMPROVING LEADERSHIP SKILLS



WHAT A VIEW!

The Teen Center
was open to youth for
826 hours

Providing a safe & fun
place for Nederland-area
youth year-round.



CAN WE KICK IT?

105

youth ages 5-13
spent fall 2022
making goals
(and friends) in
Peak-to-Peak Soccer.

YOUTH EMPLOYMENT

TEAMWORKS
YOUTH CORPS
PEER SUPERVISORS

"HARD WORK PAYS OFF."



Last year, we hired 181 highly-skilled & motivated people...

WHO JUST HAPPENED TO BE TEENAGERS.

Through summer and year-round youth employment programs, teens build skills, earn money, and have fun making friends and helping others. From fire mitigation and trail building with TeamWorks and Youth Corps, planning activities for peers as a Peer Supervisor, youth find opportunities to meet their interests.



PEER SUPERVISORS
LEADING ACTIVITIES



PEER SUPERVISORS
KEEP THE TEEN CENTER A FUN &
HEALTHY PLACE TO BE YEAR-ROUND.



" The removal of weeds and restoration of the gravel barrier around the perimeter of my home is an enormous relief to me.

IT WAS A JOY TO HAVE YOUR HELP"

— YOUTH CORPS CUSTOMER

These multi-faceted programs reach across the community, giving families social skills, resources, and platforms.



LAUREN

"I was in third grade..."

...when they started teaching a **Social & Emotional Learning (SEL)** curriculum at **Nederland Elementary (NES)**. It gave all of us a shared language to express our emotions and deal with conflict - from kindergarten up to fifth grade."

That's Lauren Dirr, a member of the Executive Student Council at **Nederland Middle/Senior High School (NMSHS)**, who also serves as the Chair of **Youth Leadership Academy (YLA)**.

SEL is the process of developing the self-awareness, self-control, and interpersonal skills that are vital for school and life success. Lauren says, "It was not only beneficial to me as a person, but it also created this connection throughout the school."

In August 2022, with Lauren's leadership, **YLA** established an **SEL Task Force**. She defines the entity's purpose as: "to implement an effective, skills-based SEL program at **NMSHS**." Our mountain community came together. The SEL task force included Ann Sherman, a TEENS, Inc. Community Mobilizer who has long spent her Tuesday evenings educating on the wonders of SEL-informed parenting in our monthly **Mountain Strong Families** series – and who introduced Lauren and her peers to SEL in third grade at **NES**.

The result? **NMSHS** agreed this year to implement an SEL framework at NMSHS that takes into account youth, teacher, and community stakeholders. Lauren calls this, "A huge step in the right direction."

Youth can enact real change when given the opportunity. Providing that opportunity is the goal of **YLA, The Mountain Coalition for Youth**, and the **Nederland Youth Board**.



A FAMILY DINNER AT
MOUNTAIN STRONG FAMILIES

NOW INTRODUCING...

THE *BIG-LITTLE MENTORSHIP* PROGRAM



"MY MENTOR. HE'S THE BEST!"
- 4TH GRADER

"Twice a month mentors and mentees meet at NES. They eat lunch together, have recess together, and have whole group activities. The room is abuzz with excited fourth graders. It is clear that these teenagers are making a positive impact on these elementary students' lives."

AS READ IN

PEAK TO PEAK NEWS
THE MOUNTAIN EAR



CELEBRATING 25 YEARS OF TEENS, INC.

This mountain gala was just the kind of celebration you hope for. Old friends and new came together to connect, support, and celebrate our impact.

The dining was fine, the drinks were delicious, and the ditties were delightful. This upswell of community support raised over \$50,000 and made our hearts swell with appreciation and encouragement.

We'll never forget our evening together because we've never seen more clearly the lasting impact of our collective efforts at TEENS, Inc. It is our honor and our privilege to say that this community has inspired and empowered us to continue to serve for many years to come.



We want to share a special thanks to Eldora for their partnership and support as event hosts, but beyond that, as partners who care about our mountain community and invest resources to help it thrive!

Honoring our Founders:

Kim Gershon, Doug Paine, and the Founding Board

TEENS, Inc. began in 1997 thanks to founder and first executive director, Kim Gershon. Alongside Kim were many committed community members who shared her vision for a space dedicated to supporting and empowering youth. Among them was Doug Paine, who's enduring belief in the vision and commitment to youth and the community made TEENS, Inc. a reality.



"This has only ever been possible thanks to our AMAZING COMMUNITY."

— KIM GERSON

Thank you to the founding board of TEENS, Inc. and the Trustees of the Town of Nederland!

Founding Board:

Leslie Brossman
Sarah Carney
Dawn Dennison
Sharon Farrell

Kate Kauper (Holcomb)
Andrea Kinzey-Wheeler
Barbara Lawlor
Liz Lawlor

Jami McCormicke
Douglas Pain
Ron Slinger

Jonathan Smith
Shannon Tupa
Joyce Brown

Garry Sanfacon, **President**



BOARD

OUR COMPASS AS WE
CHART OUR COURSE



BLUE HESSNER
President



JEN KAROWE
Vice President



KATE CARLISLE
Recorder



KIM GERSHON
Treasurer



TORIN PERRET
Member



NAYA RUSSELL-COPRICH
Member



SHENNA FITZGERALD
Member



RAJ RAWAT
Member



STEPHEN LEFAIVER
Executive Director
(Non-Voting Member)



STAFF

ADMINISTRATIVE

TEEN PROGRAM STAFF



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 Mark Walker
 Tom Holmquist
 Ariel Gustafson
 Sara Morris-Marano
 Stazi Snelling
 George Walters
 Ian Thompson



Stephen LeFaiver
 Alisa Musser
 Kristin Aslan
 Nick Scheidies

BILL POLLOCK
 Evaluation Coordinator

COMMUNITY INITIATIVES

ANDREA BIANCHI
 Director of Student Engagement



Diana Underhill
 Max Marchusen

ANN SHERMAN
 Community Mobilizer

NEW EXPLORERS



KAREN CAMPBELL
 NELC Director

Lisa McCoy
 Ali Abbott
 Taylor Raffell
 Kim McLaughlin
 Katie Walker
 Brianna Dashnaw-Liming

LOOKOUT MOUNTAIN

Heidi Rienstra
 Lisa Martinez
 Robert Stanley
 Clare McKendry
 Rebecca Boyd
 Felicia Castagnaro
 Davius Miller
 Nicola Roxburgh
 Rebecca Nasso
 Jaquila Ison
 Pantara Villarreal
 Cathleen "Cat" Rodriguez
 Rachel McFatrige
 Melisa Lycan
 Lauren Aguilera



JULIE PORTER
 Principal

Brian McCune
 Maddie Richardson
 Mark White
 DongDong Lu
 Tamera Hernandez
 Logan White
 Brian Pope
 Lanie Hixson

WE MAKE A GOOD TEAM!

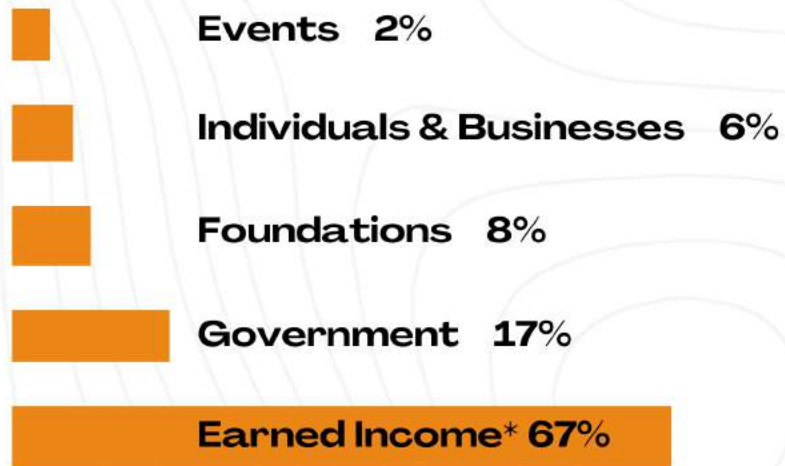


2022-2023 FINANCIALS

Total Expenses
\$4,588,475



Total Revenue
\$4,597,611



Note:

this data is yet to be audited. The TEENS, Inc. financial audit will be completed in January 2024. Contact info@teensinc.org with any questions!

*Earned income includes:

- Division of Youth Services (Lookout Academy) 50%
- Boulder Valley School District (Chinook West) 4%
- Youth Employment 13%

CO CHILD CARE TAX CREDIT CAN HELP NEDERLAND PRESCHOOLERS AND YOUR 2023 TAX RETURN

What is the Colorado Child Care Contribution Tax Credit?
The Colorado Child Care Tax Credit allows taxpayers to claim a credit for the state of Colorado for children ages 2 and under. Donors who make contributions to eligible child care organizations may claim a state and federal tax deduction and a credit on their state and federal tax returns. Donors can make a \$1,000 or more contribution to TEENS, Inc. in the amount of \$1,000 or more and always claim the largest New Explorers Learning Center and apply for the credit which allows donors to receive up to \$1,000.

Who can it work for?

Contribution Amount	\$1,000	\$2,000	\$5,000	\$10,000
CO State Credit	\$400	\$800	\$2,000	\$4,000
Federal Tax Savings	\$100	\$200	\$500	\$1,000
After tax cost of giving	\$600	\$1,200	\$3,000	\$6,000

TEENS, INC.
MISSION
VISION
CONTACT

TEENS, INC. | 303.204.0001

Over \$30,000

in CO State tax credit was issued to TEENS, Inc. donors in 2022 through the Colorado State Child Care Tax Credit program. Donors of \$1,000 or more to **New Explorers Learning Center** qualify for a 50% tax credit.

LEARN MORE



TEENSINC.org

Thank You to Our Generous Donors



24-Hour Restoration, Inc.
David & Elsa Abookire
Jape & Peggy Abruscato
Adventure Food Works
Alicia Alpenfels
Kathleen Alt
Savannah Ames
Stephanie Andelman
Christine & Thomas Arnone
Amy August
Ed & Adele Banas
Barris Electrolysis
Melody Baumhover
Leonard Berman & Julie Rogers
Jack Berryhill
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Daniel Bianchi
Rick Blumenthal & Cindy Justice
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- Boulder County
Board Of County Commissioners
- Gilpin County
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Colorado Office of Behavioral Health
Colorado Department of Public Health & Environment
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Erin Wilson
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Henry & Susie Zurbrugg

Only donors from July 2022 - June 2023 shown above.
Please accept our apologies for any errors or omissions.



**YOU PUT
TEENS, INC.
ON THE MAP!**



THRIVING YOUTH = THRIVING COMMUNITY

You can find upcoming events & new ways to support our mission on our recently launched website.



TEENSInc.org




- Achieved in Partnership with:**
- Boulder County
 - Boulder Open Space and Mountain Parks
 - Boulder Valley School District
 - Castlewood Canyon State Park
 - City of Denver
 - City of Westminster
 - Clear Creek County
 - Colorado Mountain Bike Association
 - Denver Water
 - Colorado Department of Youth Services
 - Eldorado Canyon State Park
 - Gilpin Cooperative Extension
 - Golden Gate Canyon State Park
 - Jefferson County Conservation District
 - Jefferson County Open Space
 - Town of Nederland
 - Wildfire Partners
 - Early Childhood Council Boulder County
- THANK YOU!**



Questions? Ideas? Corrections? Email: info@teensinc.org | 151 East St., Nederland, CO