



Educating, Preparing, and Empowering  
Teen Mothers and Their Children

# The Florence Crittenton Community: Essential Together

## FY 2021 Annual Report

July 1, 2020-June 30, 2021



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Florence Crittenton Services of Colorado is committed to educating, preparing, and empowering teen mothers and their children to become productive members of the community. Using a comprehensive and evidence-based approach, Florence Crittenton Services offers a spectrum of wraparound services to the entire teen family, including education, health/wellness services, career guidance, and parenting training through Florence Crittenton High School, the Early Childhood Education Center, and the Student and Family Support Program. Florence Crittenton Services has forged a unique public-private partnership with Denver Public Schools (DPS) for 37 years.

## Overview

### Who We Serve

- 146 pregnant and parenting girls (ages 14-21)
- 79 infants and toddlers (ages 6 weeks to Pre-K)
- 12 Florence Crittenton Alumnae

### Demographics

The teen mothers on the Florence Crittenton Campus are:

- 70% Hispanic
- 16% African American
- 5% Caucasian
- 5% Multi-racial
- 3% Native American
- 95% qualify for free and reduced meals
- 50% are food-insecure
- 26% lack stable housing

### Other Facts

A large percentage of teen mothers on the Florence Crittenton Campus come from at-risk backgrounds that present difficult challenges, such as physical and sexual abuse, drugs and alcohol, gang pressure, immigration issues, psychological distress, and poverty.

Florence Crittenton Services' two-generation approach, combining education with child care, counseling support, life skills, and parenting training, developmental and mental health counseling, and much more, helps these vulnerable teen families create multi-generational cycles of success.

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# Message From the CEO and Chair of the Board of Directors

Dear FloCrit Community,

As we look back at a year of immense adaptability, we reflect on our learnings and best practices. We began the school year in a remote model just as we had the prior year, and continued to adapt to the COVID-19 challenges impacting our community. Florence Crittenton Services also quickly pivoted our Early Childhood Education (ECE) Center to being open in September so that children of teen moms could access high quality education and engagement. We then welcomed back our teen moms to campus in a hybrid model of learning during the second half of the year; our campus began to come alive once again.

We are so proud of our FloCrit Services team for stepping up and standing up for our teen moms. We learned that our teen moms do need support and interaction to best meet their needs; our ECE Director and community realized that child care is essential. Our ECE Director was proactive in opening up the Center so that we could support our moms who were trying to learn from home and working, resulting in the opening of our ECE Center and resumed interaction between ECE teachers and teen moms. We also created a safe and inclusive space in our on-site Learning Center, where teen moms accessed space to study, hold one-on-one meetings with teachers, and engage in course work. We continued to take the learnings from the past year and apply it to our program model. Any gaps in our programs as a result of COVID-19 were addressed and filled; FloCrit Services will continue to assess and react in our partnerships and approach.

As we started the second half of the year, teen moms chose if they wanted to come back to campus in a hybrid model of learning or remain remote; about 50% pursued a hybrid model. We began to feel whole again as an organization and community. While still addressing ongoing challenges and safety as our utmost priority, we know that for our moms and their situations, being on site was paramount for them to be able to reach their goals, such as finishing their classes, collaborating with the peers, engaging with their teachers, and graduating. At the end of the school year, we celebrated the accomplishments of teen moms with an outdoors, in-person graduation and celebration. The ECE Center also held an in-person graduation in the playground areas so that families could observe and celebrate while keeping safety in mind.

We remain focused on adaptation and flexibility as our guiding principles in navigating our new normal here on campus. Our strategic plan, Impact 2025, continues to be our North Star as we optimize our service model, activate people, resources and processes on our campus, and grow our services to expand our reach with our teen families. As we enter into another year of uncertainty, we bring the lessons we have learned to the forefront of our approach to best serve teen moms and their children.

In Partnership,  
Suzanne Banning, President and CEO



John Markovich, Chair of the Board



# Financial Statement

## Florence Crittenton Services Positively Impacted:

**146**  
Pregnant and Parenting  
Teen Mothers

**79**  
Infants and  
Toddlers

**14**  
Graduating  
Seniors

**12**  
Florence Crittenton  
Alumnae

FY21

### Florence Crittenton High School

**79%**  
of graduating seniors had  
post-secondary plans

**93%**  
of eligible seniors  
completed high school—  
more than doubling the  
national rate of 38% for  
girls who became mothers  
at or before 18

### Early Childhood Education Center

**100%**  
of children enrolled in the Early  
Childhood Education Center  
had access to the virtual learning  
program Ready Rosie



The Early Childhood  
Education Center  
received a four-star  
*Colorado Shines* rating

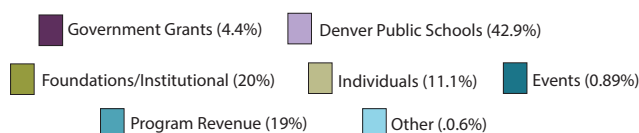
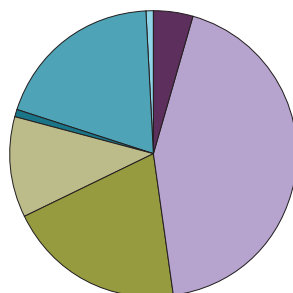
### Student & Family Support Programs

**89%**  
of teen mothers delivered  
full term, healthy  
birth-weight infants

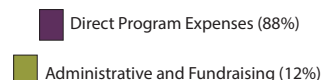
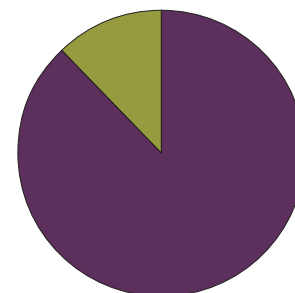
**108**  
teen moms received basic  
needs supply kits for six  
months during the spring  
and summer of 2020

## Audited Financial Report FY21

Revenue and Contributions  
\$5,736,335



Expenses  
\$5,657,245





# Florence Crittenton High School

The COVID pandemic forced all academic learning online for almost a year. This became an opportunity for FloCrit High School to expand use of its Blended Learning model, which it had begun to pilot in September of 2019. Blended Learning includes use of digital tools and online content that our teen moms can access from anywhere with internet service, at any time of day. This is vital when a mom cannot get to campus due to a sick child, a work obligation, or a family emergency. It helps her not to fall behind in the coursework. However, unlike “online school,” Blended Learning includes a significant component of group and individual instruction time with a teacher, in person. This one-on-one piece is also essential for our moms’ success. Having already developed online content earlier in the year, some of our High School teachers were already prepared when schools transitioned to being exclusively online in March, and thus able to provide more support to their students. In the fall of 2020, all teachers were able to benefit from the pilot experience in developing their online content. High School Principal Michelle Wright says, “We’re excited to see how Blended Learning is making academics more accessible to our students. We learned a lot this year. Next fall, we plan on continuing to strengthen our educators’ skills in engaging with students by combining both online and classroom-based instruction at the same time, for an even richer experience for our moms.”



*Math teacher Sarah Caulkins works one-on-one with teen mom Lisa*

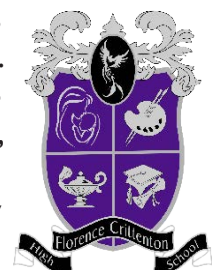
This year, 14 out of 15 eligible seniors graduated from Florence Crittenton High School, a 93% graduation rate. Five additional young moms completed their General Equivalency Diploma (GED). Teen moms, their children, their families, and FloCrit staff celebrated their accomplishment at an outdoor in-person graduation ceremony. Several of these amazing young women are moving on to post-secondary studies at Denver Community College and Metro State University. Three of our teen moms were even invited to participate in Vice President Kamala Harris’ Virtual Graduation Ceremony, held on May 18, 2021.



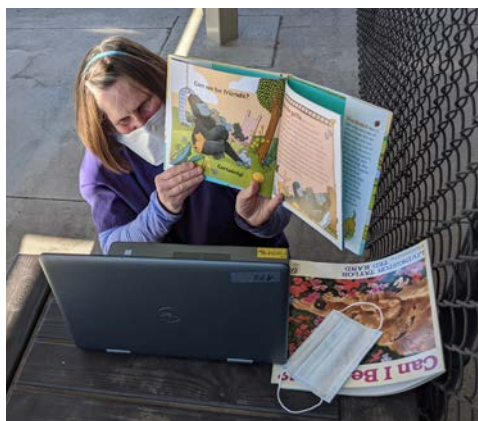
*Transitions Advocate Emi Pavia helps senior Armani with paperwork*

Florence Crittenton Services was proud to add our full-time Transitions Advocate to our Student and Family Support Program (SFSP) team three years ago. Our Transitions Advocate works one-on-one with FloCrit High School seniors throughout the year to help prepare them for life after high school. Together they work on ensuring that the young family will continue to have access to health care, child care, and social support, as well as working with the mom on tools for job searches and college applications. This year, despite the challenges of remote education, our Transitions Advocate helped 11 of our 2021 graduates complete a post-secondary plan. All teen moms had plans to work at least part time, and seven moms had plans to attend a post-secondary academic program. The transitions services are also available for any alumnae of FloCrit.

Graduates from past years frequently return to our campus for assistance connecting to community resources and help with resumes, training course applications and college preparation, and we welcome them with open arms. This year, our Transitions Advocate also worked with several alumnae on matters ranging from legal issues, to post-secondary success, to community services.



# Early Childhood Education Center



*Preschool teacher Sherry Jones reads a story to a child in her class who is at home*

From the beginning of the COVID-19 pandemic our Early Childhood Education (ECE) Center team was committed to continuing children's early learning and development in whatever way they could. Even when the ECE center was forced to close in response to safety restrictions, our teachers continued to connect with our teen moms and children every day from home. Teachers put together customized lesson plans for each child, with supporting materials such as storybooks, blocks, dolls or other learning tools, and delivered them to the front steps of our families' homes. Teachers called our young moms frequently to check in about their child's progress and wellbeing. The ECE Center also held several virtual story hours featuring guest readers sharing a favorite book with families at home, combined with a craft activity. Every child received a copy of the featured book for their own through the mail, so they could read along. Most exciting of all, the ECE team launched a virtual early learning program using

the "Ready Rosie" family engagement system. This amazing system empowers early childhood teachers to reach children from home with easily accessible, age-appropriate curricula that can be facilitated by any family member. The program sends new activities to each family, including video instruction, via an email account. All 79 children enrolled in the FloCrit ECE Center this year were provided with free access to Ready Rosie. As our ECE Center Director MonaLisa Martinez explains, "Ready Rosie was instrumental in keeping our young children growing at a time when coming to the ECE Center wasn't an option for them. Now that we're open again, we have found that this online system is still a great addition to our programming. It supports our teen moms in working with their child at home, on the weekends or during vacations, for example. And it's a great way for our moms to involve other family members in the child's development! Young dads, grandparents, aunts, and uncles—everyone can access this valuable material and be a part of a young child's education."



*ECE Center teacher Maria Olivas reads a story to a child in her class*

Florence Crittenton's Early Childhood Education Center is rated a four in the Colorado Shines system, a testament to the high-quality early learning we provide to the children of our young moms, in all 10 classrooms. We are proud of our ECE teachers, administrative staff, and leadership who work hard every day to ensure this high level of quality. Our center is so widely recognized for its quality that we practice site for Clayton Early Learning's coaches-in-training to use the Infant Toddler Environment Rating Scale (ITERS) and the Early Childhood Environment Rating Scale (ECERS). Classrooms receive practice assessments based on these scales that staff can use to help inform training and coaching, in preparation for future assessments. This past year, our ECE leadership participated regularly in dialogues with the Colorado Department of Human Services' Child Care Division, the Colorado Office of Early Childhood, and the Denver Early Childhood Council to stay up-to-date on the latest COVID safety guidelines, and share our experiences to help inform local policy and procedure, thus ensuring a safe and healthy learning environment for the children of our teen moms. Additionally, in another effort to continue raising the bar on quality, our ECE Center added another eight Early Head Start (EHS) slots, for a total of 46 0-to-3 EHS and seven Head Start (pre-school) child care slots to offer our teen families.



# Student Family and Support Services

One of the biggest challenges with COVID-19 was keeping our teen moms connected to the FloCrit community while staying safe at home during the first half of the year. Our Student and Family Support Program (SFSP) team worked diligently to offer opportunities for our moms to continue to build relationships with staff and their peers. One successful strategy was offering virtual “watch parties,” featuring shows that spurred discussions about relationships, peer pressure, conflict resolution, parenting, and other topics important to our moms. Staff offered virtual group cooking and crafts classes, and games that moms could participate in from home. Once COVID restrictions began to lift, we integrated these approaches into our on-site programming in the second half of the year. As Donica Snyder, FloCrit’s Family Advocate Manager, explained, “With COVID we needed to think outside the box to keep our moms engaged. Some of the activities we were used to doing, like holiday celebrations, were just not possible. What we learned is that our moms love spending quality time with us—it doesn’t matter so much what we do. It’s the time we spend talking about things that are important to them. Listening, validating. Seeing their strengths. This is what helps our young moms grow. It’s a lesson we will carry into the future of our programming.” Over 20 moms participated in activities through the course of the year. FloCrit looks forward to re-introducing its on-site Family Engagement activities in the fall of 2021.



*Family Advocate Lucia and Family Engagement Coordinator Frank play Uno with a small group of girls*



*Michelle and her daughter Elizabeth pick up activities to take home for a Family Engagement event*

FloCrit's unique Growth Assessment Framework was developed in-house to help measure our young moms' development of social-emotional, cognitive, and transferrable skills over time. The Framework includes indicators representing six “skill areas” that are measured three times per year for each teen mom. As moms build skills, they advance through stages of growth. For the 2020-2021 school year, the SFSP team identified a group of 27 moms to participate in the assessment process. The first assessment for the 2020-2021 year was completed in November, the second in February, and the final one in May. By the end of the year, 25 of 27 moms (92%) had shown measurable increases in their skill growth as per the framework. Eight moms, or 30%, advanced a stage in the framework. The key ingredient to this successful growth is the one-on-one work that SFSP Family Advocates do on a regular basis with moms. This work is done through several channels, including individual appointments and in our Art Therapy and Parenting classes. This year, Family Advocates provided approximately 1,300 hours of individualized counseling and coaching to our teen moms to help them work on the six skill areas.

SFSP staff provided more than 200 referrals to our teen moms for both on- and off-site services. Some services were provided via phone, Zoom, or Google Hangouts due to COVID restrictions. FloCrit moms were connected to temporary and long-term affordable housing, the Supplemental Nutrition Assistance Program (SNAP), Temporary Assistance to Needy Families (TANF), Women, Infants and Children assistance program, (WIC), free legal advice through our volunteer attorneys, and more. Eleven moms participated in the Parents as Teachers (PAT) program, through which they received personalized child development education via home visits from our Parent Educators. Through our Denver Health partner, staff connected 61 moms to free mental health counseling in Spanish and English, and they received 438 counseling sessions (about seven sessions per mom). For COVID safety, therapy was offered virtually on HIPAA-protected platforms, and in-person once circumstances allowed.

# Public Policy

Florence Crittenton Services is one of the leading advocates for teen families in Colorado. Through decades of experience working with teen mothers, young dads, and their children, we have developed a nationally recognized two-generation program that serves as a model for other service providers across the state and beyond. We have worked for years on strengthening public awareness around the issues affecting teen families, and advocating for programs and policies that help them succeed.

If there was a silver lining from the COVID-19 pandemic, perhaps it was the spotlight it put on front-line workers providing essential services to the community, including Early Childhood Education teachers. With so much focus on early child care and learning in the Denver community, Florence Crittenton actively participated in local efforts to strengthen support for ECE, particularly for ages 0 to 3. FloCrit endorsed two state legislative bills designed to significantly increase access, quality and efficiency of Colorado early childhood programming. Our President and CEO, Suzanne Banning, testified at the Capitol in support of Senate Bill 21-236, which increases access to funding for ECE workforce expansion and development, and investments to increase quality. Florence Crittenton also supported House Bill 21-1304, establishing a new state-level Department of Early Childhood. Both bills passed with bipartisan support in June 2021, and FloCrit will have a seat at the table in the work needed to implement them.



*President and CEO Suzanne Banning testifies in support of Senate Bill 21-236*

FloCrit's public policy leaders are focused on the strategic objective to advocate for legislative and regulatory policies that address the social determinates that affect the health and wellbeing of pregnant and parenting teens, their children, and their extended family. We have seen the powerful outcomes for Colorado's families when FloCrit students, alums, and staff testify in support of key bills, policies, and funding.

This year, as more of our community becomes interested in advocacy efforts to support pregnant and parenting teenagers and their children, we created a special group to keep the community informed. Our newest information channel—FloCrit's Advocacy Activators—gives FloCrit supporters the insights and tools they need to get in contact with their elected officials when there is an issue important to our community of pregnant and parenting teenagers, their children, and extended families. Community members who sign up to be on the FloCrit Advocacy Activators list can expect to hear from us with action items, email and voicemail templates, and any exciting updates around the issues we are most focused on.



# Foundations and Corporations

## **\$20,000+**

Allen Foundation  
Anschutz Foundation  
Buell Foundation  
Caring for Colorado  
Colorado Health Foundation  
Delta Dental Foundation  
The Denver Foundation  
Denver Post Community Foundation Season to Share  
Fox Family Foundation  
Gateway Fund II of the Denver Foundation  
Grantmakers for Girls of Color/Rockerfeller  
Helen M. McLoraine Parent Pathways Endowment Fund  
Hope & Grace  
I.A. O'Shaughnessy Foundation  
LARRK Foundation  
Mile High United Way  
Nord Family Foundation  
Paul M. Angell Foundation  
Price Waterhouse Cooper ("PwC")  
Rose Foundation: Roots & Branches  
Sam S Bloom Foundation  
The Women's Foundation of Colorado  
Youth or Women's

## **\$19,999-\$10,000**

Ackerman Foundation  
Bank of America  
Bank of the West  
The Butler Family Fund  
Connie Burrell White and William White Foundation  
Denver Foundation  
Independent Financial

The Jay and Rose Phillips Family Foundation of Colorado  
John Duncan Trust/Mabel Y Hughes Mel Wolf Foundation  
Virginia W. Hill Foundation  
US Bank Foundation

## **\$9,999-\$5,000**

Colorado Housing & Finance Authority  
Healthy Child Care Colorado - Keep the Lights On  
Help for Children (Hedge Funds Care)  
IMA Foundation  
Liberty Gives Foundation  
Rollie Kelley Family Foundation  
Rose Community Foundation  
Schlessman Family Foundation, Inc.

## **\$4,999-\$2,500**

BBVA/PNC  
DPS Foundation

## **\$2,499-\$1,000**

BOK Financial (Colorado State Bank Foundation)  
Credit Union of Colorado  
Junior League  
Rocky Mountain Active 20/30 (Rocky Mountain Alliance)  
Youth Roots  
Zonta Club

## **\$999 and under**

Westerra Credit Union

## **Special Partners**



*A child plays on the toddler playground*



*Graduate A'niyah and her daughter Dynverr*



*A mother picks up her daughter from the ECE Center at the end of the day*

# Pathbuilders

## **\$20,000+**

Anonymous  
Katherine Allen  
Helen and Joe Drexler  
Gretchen Florescue  
Eileen and Richard Greenberg  
Michael and Yun Hui Kehoe

## **\$19,999-\$10,000**

Ann Hendricsen  
Patti Klinge and Connie McArthur  
Albert and Debbie Rosenthaler  
Gretchen and Phil Seefried

## **\$9,999-\$5,000**

Anonymous  
Suzanne Banning and Bridget Brophy  
Virginia and Robert Bayless  
Steve Coffin and Patti Shwayder-Coffin  
Virginia and Kenneth Coors  
Carolyn Daniels  
Ingrid and Leo DeGreef  
Susanna and Dave Eckelberger

Mark Eddy and Diane Carman  
Jean Hediger  
Joanne Norris  
Denise Peine  
Mary Reisher and Barry Berlin  
Shaun and Debbie Yancey

## **\$4,999-\$2,500**

Anonymous  
Craig Archibald  
Ellen Balaguer  
Kelly and Gregory Berger  
Juan and Cesilie Botello  
Linda and Raymond Clark  
John and JoAnn Congdon  
Dr. John and Alix Corboy  
Elizabeth Dietrich  
Ann Hinkins-Steiner and Dave Steiner  
JD Holt and Kelly Holt  
John and Michala Markovich  
Alethia Morgan and Mark Fall  
Heidi and Eric Morgan  
Harriet Moyer Aptekar and Dr. Donald W. Aptekar  
David and Cynthia Peterson



*ECE Center teacher Janet helps name  
ride a tricycle on the playground*



*Graduates Michelle and Aschayah embrace at the  
Class of 2021 graduation ceremony*

# Pathbuilders

Katy Powers  
Chris Schmidt  
Astrid Spies and Sean Fontaine  
Kimberly Welch

## **\$2,499-\$1,000**

Rebecca Alexander and David Starbuck  
Anthony and Kira Antista  
Anonymous  
Mike and Julie Bearup  
Patricia Beseda  
Tom Carden  
Susan and Russell Carparelli  
Christian Clayton  
Carri and Chris Clemens  
Joseph and Melanie Cimenski  
Erin Close and Josh Clark  
Katherine Coerver  
Paula Connelly  
Robert and Naomi Craig  
Christopher and Katharine Davis  
Sarah and Michael Drewlow  
Kathy English  
Andrea and Christopher Gatchis  
Andrew E. Gilmer  
Alyssa and Robert Hultman  
Hannah and Jarret Jacobus

Gerald W. Kintzle  
Georgeanna Klingensmith  
Juanita and Scott Lilley  
Dave and Annette Loomis  
Jack Lovell  
Susan Mohr and Kathy Machan  
Natasha Mann  
Katherine Millett  
Mary E Moser  
Marjorie and Skip Netzorg  
Tai Palacio  
Michael Pichler  
Rachel Porter  
Carrie and Jack Reed  
Lee J. Renfrow  
Kathryn and Tim Ryan  
Christina Simpson and Randall Simpson  
Vassilios and Lynne Sirpolaidis  
Jane and Marvin Speer  
Maggie and Dan Stoot  
Yael Trainer  
Jana and Kent Waryan  
Jenafer and James Zwyer



*Teen moms pick up their sons at the end of the day*



*Mauricio plays on the toddler playground*



# Special Events: Pathways to Empowerment

On April 8, the Florence Crittenton Services community gathered virtually for Pathways to Empowerment: Essential Together with Denver7's Anne Trujillo. They heard stories of resiliency, innovation, survival, and success from essential FloCrit teachers and staff, community partners, and of course, our brilliant teen moms and their children. Young moms Lillyanna, Reanna, Grace, Aaliyah, and Angela shared about life over the past year, from remote learning to accessing healthcare and everything in between. They spoke about what FloCrit means to them and how this community has supported them and their families during the pandemic as they continue to work toward their goals. FloCrit staff from the high school, ECE Center, Student and Family Support Program, and Alethia E. Morgan, MD Health Center exemplified the determination, caring, and flexibility that are so essential to our community. They opened up about their work, and what the last year has been like.



*Denver7's Anne Trujillo broadcasts from the art therapy room*

Thank you to everyone who tuned in, shared these stories with someone new to the FloCrit community, or made a generous donation. As Aaliyah said on the night of the event, "I just want to say thank you, guys. A lot of people don't believe in young moms. They don't really have no hope for us."



*Lillyanna and her son Gyanni*



*Aaliyah and her son Zaire*

## Sponsors

### **Champion: \$10,000**

CHFA  
PCL Construction  
Torch Media

### **Supporter: \$5,000**

Amazon  
Atmos Energy  
Empower Retirement  
Lyft  
Dr. Diane and Andy Kane

### **Friend: \$2,500**

BDO  
Brownstein Hyatt Farber  
Schreck  
Linda and Raymond Clark  
FirstBank  
Mark Major

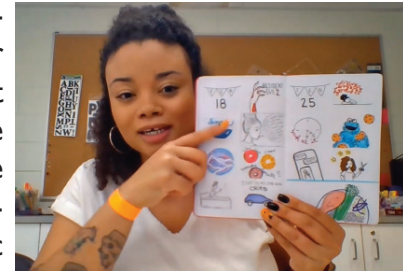
Lynda McNeive  
Dr. Alethia E. Morgan  
Harriet Moyer-Aptekar

### **Media Sponsors**

Denver7

# Special Events: Mission Month

This year, FloCrit's Fall fundraiser got a new look with Mission Month—an entire month of virtual community gatherings, remote and in-person volunteer opportunities, and conversations with FloCrit teen moms and staff. FloCrit Art Therapist offered an art journaling class and shared insights on the classes she teaches to our teen moms. Three FloCrit teen moms—current students Michelle and Delmy and alumna Laura—shared how they juggle school, parenting, and being a teenager during a pandemic. Volunteers came to campus to distribute basic needs to our teen moms and food to the Valverde neighborhood. FloCrit supporters gathered online for trivia, an online concert with Calling All Crows, and mindfulness workshops with Ali Duncan of Urban Sanctuary. Thanks to everyone who came together to support FloCrit's teen moms and their families. The money raised during this month allows us to keep providing critical support to our teen families as the world around us continues to change.



*Donica teaches an art journaling session*

## Sponsors

**Advocate: \$2,500**  
PNC Bank

**Supporter: \$1,500**  
Anthem  
Brownstein Hyatt Farber Schreck  
PCL Construction

**Friend: \$750**  
Atmos Energy  
Empower Retirement  
Delta Dental  
Dr. Diane and Andy Kane

# Holiday Giving Project



*Tia and her daughter Manessa pick up their gifts*

Every holiday season, Florence Crittenton Services gives extra support to our teen mothers and their children for Thanksgiving and the winter holidays. This year, we provided each teen mom with a \$150 gift card for a Thanksgiving meal for herself and her family, and a \$200 gift card for extra food support during the winter break from school. During these school breaks, our teen mothers and their children do not receive the breakfast, lunch, and snack provided at school, and food insecurity is a reality. We also gave holiday gift cards to each teen mom, and gifts of diapers, toys, and clothing for each child. These gifts were made possible by generous contributions of money and in-kind donations from numerous companies and individuals. We wrapped and distributed the gifts with the help of several volunteers, who made the task fun and joyful. Thank you to everyone who helped make the holiday season special for our teen mothers, their children, and their families.

# In-Kind Donors

In addition to our large fundraising events, in-kind donations throughout the year also help us stock our Baby Bucks store with clothes, toys, diapers, wipes, school supplies, and other parenting and personal essentials. Thank you to all our in-kind donors who helped to impact the lives of teen mothers and their children.



*Volunteer and Special Events Manager Theresa Garcia picks up an in-kind donation from the staff at KPMG*

# Volunteers

The work we do at Florence Crittenton Services would not be possible without our amazing volunteers. Each week, volunteers lend a hand in the ECE Center classrooms, and help to organize donations. Groups of volunteers from companies, organizations, and colleges help us sort donations, assist in Baby Bucks on shopping days, and help to run monthly after-school programs. Volunteers from all around the city help our fundraising events like the Pathways to Empowerment gala and Miles for Moms run smoothly.



*A volunteer from PCL Construction helps distribute food at the food pantry*



*Americorp volunteers organize basic needs supplies in Baby Bucks*



# Board of Directors and Junior Board

Florence Crittenton Services is proud to recognize the board members and staff who have demonstrated an unyielding commitment to empowering struggling teen families to create multi-generational success, and become productive members of the community during the 2020-2021 school year.

## Florence Crittenton Services Board of Directors

John Markovich, Chairperson  
Alethia Morgan Vice Chairperson  
Danisha Allen  
Jennifer Altieri  
Kelly Berger  
April Boh  
Juan Botello  
Erin Breit  
Jessica Calderon  
Erin Close

Molly Conroy  
Allison Cusick  
Kathy English  
Jenna Espinoza  
Devin Farrell  
David Fine  
Yolanda Fitzpatrick  
Alyssa Hultman  
Nicole Lovato  
Ruth Mackey

Stephanie McCay  
Lynda McNeive  
Heidi Morgan  
Tai Palacio  
David Peterson  
Katy Powers  
Monique Price  
Danielle Rash  
Christina Raya  
Genevieve Smith

## Junior Board

Katie Duvall, Co-Chairperson  
Dominique Giroux, Co-Chairperson  
Micky Boehm  
Nicole Brooks  
Lucy Bryan  
Kayla Coburn  
Susanna Eckelberger  
Frances Gallegos  
Andrea Geerdes

LaKisha Gentry  
Holly Haley  
Caitlin Henkel  
Vanessa Huerta  
Katie Knott  
Paul Knott  
Erin Penska  
Kendall Prine  
Charlie Schwartz

Clara Shelton  
Darby Shockley  
Evan Smith  
Kristin Steedman  
Jocelyn Strong  
Kallie Valdez  
Kait Zemitis



*Class of 2021 graduate Zanee and her son Gage*



*Name plays with Emmett on the toddler playground*

# Florence Crittenton Services Staff

## Florence Crittenton Services Staff

Paulette Baca  
Suzanne Banning  
Janet Bettini  
Lucia Burson  
Madison Caparros  
Ataya Coleman  
Brooke Cordova  
Kimble Darby  
Cynthia Fira  
Theresa Garcia  
Priscilla Gil  
Julia Goodman  
Shawn Giullian  
Sabrina Gutierrez  
Maria "Elena" Isaiais  
Kathy Isenhardt  
Sherry Jones  
Andrew Kim  
Frank Knappe  
Gina Larquier  
Isabell "Scottie" Louser  
Maria Macias  
Ciera Maes  
Sheila Mahony  
Jada Marquez  
Merandarain Marta  
MonaLisa Martinez  
Maggie McHenry  
Jordan ondragon  
Lindsay Mott  
Ana Nava

Hana Neang  
Angela Negri  
Megan O'Conner  
Maria Olivas  
Lina Osmundson  
Emilia "Emi" Pavia  
Cruz Pedraza-Ruiz  
Angie Pinedo  
Denise Powell  
Theresa Romero  
Maggie Russo  
Darlene Saiz  
Alicia Schnieder  
Casey Short  
Maegan Singleton  
Theresa Smith  
Donica Snyder  
Satoya Spates  
Desta Taye-Channell  
Tania Vasquez-Vargas  
Christine Watkins

Ginia Coors  
Rossitza Doshkova  
Brizai Gomez-Cortes  
Austyn Grooms  
Sara Veronica Hernandez  
Nancy Holtgraves  
Yadira Juarez  
Joyce Lewis  
Samuel Madrid  
Loretta Martinez  
Leigha McDonald  
Mike Melosh  
Ruth Ocon-Neri  
Neena Patel-Moore  
Dashiell Ortiz  
Celene Pinon  
Jennifer Portillo  
Ayesha Ricks  
Emily Tow  
Krista Weiss  
Michelle Wright

### Denver Public Schools Staff

Linda Almanza  
Jenny Antin  
Karl Bolter  
Elizabeth Braxton  
Laura Campos-Garcia  
Sarah Caulkins  
Brandy Chance  
Tami Chavez

### School-Based Health Center Staff

Ileana Alaniz  
Niccole Brownfield  
Erin Girardi  
Terrill Graden  
Elizabeth Madrid  
Nellie Taylor  
Carmen Rivera



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