



2020 ANNUAL REPORT



MILE HIGH
YOUTH CORPS

LETTER FROM OUR CEO



Dear Friends,

Young adults ages 18-24 have been hit hard by the pandemic. We know youth unemployment is 3X what it was for young adults pre-COVID19 in Colorado. This matters because research tells us that unemployment when you're young leads to subsequent lower pay, fewer skills developed overall, increased mental health challenges, and ultimately a decrease in life-long earnings and stability.

At Mile High Youth Corps, we are seeing firsthand that increase in need. In 2020, we received over 800 applications for 145 positions.

In March 2020, as the world shut down, MHYC mobilized quickly to respond to CDC and state guidelines. By May programs restarted in hybrid models of virtual and in-person. Adaptations and adjustments were made all along the way to ensure programs ran within the safest environment and with the highest level of impact. Corpsmembers and staff demonstrated endless flexibility and grace under pressure, keeping a focus on meeting the most urgent needs of the community.

We've seen our community, partners and donors come together with incredible passion and unwavering support. Because of this:

- In March 2020, the Energy & Water Conservation program converted to the Community Response and Recovery crew to partner with local organizations to provide the volunteer base needed for service delivery
- YouthBuild converted their high school equivalency programming to virtual classroom learning, with 16 Corpsmembers successfully navigating this new structure. In fact, we had the fastest GED completion in YouthBuild history.
- MHYC began work with a consultant to create a more inclusive approach to recruiting and retaining youth who identify as Black, Indigenous, people of color (BIPOC) in our conservation programs. (Read more on page 11.)

Especially during these times, we are grateful for the values we share in youth development and empowerment, difference and equity, nature and the environment, and career preparation and life skills. The following report illustrates the tremendous impact your support has on Colorado youth.

In Partnership,
BRIGID MCRAITH
CEO

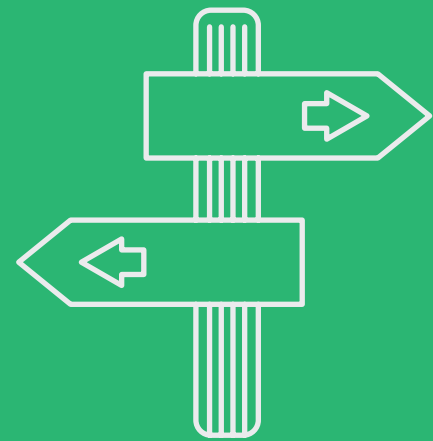


CAREER PATHWAYS

For 29 years, Mile High Youth Corps has empowered young people to build the future they want for themselves while transforming the community.

Every year, 200 young adults from diverse life experiences, ages 18-24, participate in paid service opportunities in career pathways rooted in conservation, affordable housing construction, and community health.

85% of Corpsmembers complete the program and emerge as engaged leaders with the tools needed to contend with the complex problems facing people and the planet.





COMMUNITY RESPONSE AND RECOVERY WORK



In order to ensure the safety of Corpsmembers and to meet emergency community needs, the Energy & Water Conservation Program re-deployed as a Community Response and Recovery Crew.

Through the Community Response and Recovery Crew, MHYC supported vulnerable populations impacted by COVID-19. The majority of MHYC's community partners lost their typical volunteer workforce, many of whom are seniors. MHYC partnered with over 20 local organizations to provide the volunteer base needed for service delivery during this critical time, including:

- Worked with Adams County Food Bank to distribute food to over 13,000 families
- Assembled over 46,000 bags of food to support Food for Thought
- Sanitized and distributed 500 computers to students at Highline Academy
- Supported Mile High United Way's 211 call center with service hours
- Helped to distribute 5,152 meals at the Denver Rescue Mission
- Served 1,500 meals at the Denver Coliseum temporary shelter for women and children

"I LEARNED HOW MUCH THIS PANDEMIC WAS HURTING OUR COMMUNITY AND WANTED TO DO MORE TO HELP."

- Z, Community Response and Recovery Corpsmember

MHYC ALUMNI CONTINUE TO CREATE IMPACT

Mile High Youth Corps alumni from years past are forest rangers, wildland firefighters, electricians, certified nurse assistants, community non-profit leaders and advocates of the environment. Alumni continue to serve their community long after they leave MHYC programs.

2020 was no different. Alumni from MHYC's Health & Wellness pathway applied their skills on the front lines in the fight against COVID19.

We are grateful for Anastasia S. (YoutBuild 2017) and her work as a Medical Assistant in a local Denver hospital and Pearl M. (YouthBuild 2019) who worked as a Certified Nurse Aide at a Health One hospital in Denver. Numerous MHYC alumni provided additional essential services while working at health care facilities and pharmacies.

The young adults from MHYC's Health & Wellness pathway were able to apply the skills they learned at MHYC in their work including transmission-based precautions, residents' rights during isolation, and employer and employee responsibilities for infection prevention.



"I WAS ABLE TO EARN MY CNA CERTIFICATIONS WHILE AT MHYC AND GO ON TO COLLEGE TO CONTINUE MY EDUCATION IN THE MEDICAL FIELD. I'M NOW SERVING AS A MEDICAL ASSISTANT IN A LOCAL DENVER HEALTH FACILITY. AS SOON AS THE PANDEMIC HIT, I WAS AFRAID TO BE ON THE FRONTLINES BUT IT IS WORTH COMING TO WORK EVERY DAY TO BE A PART OF THE FIGHT TO HELP SAVE LIVES!"

- Anastasia S., YouthBuild 2017





DIVERSITY, EQUITY AND INCLUSION IN CONSERVATION PROGRAMS



Starting in 2018, Mile High Youth Corps began the work to build a foundational understanding of our role in advancing racial equity. Understanding that conservation work often lacks diversity and inclusion has been a catalyst for many conversations. Staff, Corpsmembers, alumni and the Board of Directors have participated in a number of trainings, discussions, and action steps to support our community in the work of diversity, equity and inclusion (DEI).

Our commitment: MHYC is committed to dismantling the barriers of systemic racism that exist in outdoor spaces and honoring the diverse lived perspectives of its youth from Black, Indigenous, Latinx and other communities of color. MHYC embodies this commitment and strives to reduce historical barriers that have prevented natural resources from being an ethnically and racially diverse and inclusive field.

In 2020, MHYC hired The Payne Creative consultancy to optimize this work by incorporating DEI strategies and tactics into marketing and outreach plans. From this work, we have identified four priorities regarding our marketing and recruitment strategy:

- Increase the number of BIPOC youth applicants in the Land Conservation program.
- Expand into new racially diverse communities.
- Enhance brand awareness, specifically among BIPOC communities within the 23 Colorado counties MHYC served.
- Provide BIPOC Corpsmembers with increased opportunities for advancement to staff positions.

"I HAVE BENEFITED PERSONALLY FROM MHYC'S DIVERSITY, EQUITY, AND INCLUSION FORUMS, THE FOOD PANTRY, AND FREE THERAPY SESSIONS, WHICH IS A SERVICE PROVIDED BY NO OTHER JOB I'VE PREVIOUSLY HELD. GIVEN THE RESOURCES MHYC HAS PROVIDED ME, I HAVE BEEN EMPOWERED TO PURSUE A CAREER I WAS FORMERLY INTIMIDATED BY, AS OUTDOORS WORK IS HISTORICALLY A MALE-DOMINATED FIELD. I AM NOW CONFIDENT AS A WOMAN IN OUTDOORS WORK, AND PLAN TO CONTINUE WORKING IN THE FIELD OF LAND AND WILDLIFE CONSERVATION."

Erin C., Land Conservation Corpsmember 2020

2020 IMPACT

145 Corpsmembers served

1,200 acres of public land improved

30 miles of trail or rivers improved



229 homes retrofitted with energy & water conservation measures

72,621 service hours

\$257,918 in AmeriCorps Education Awards



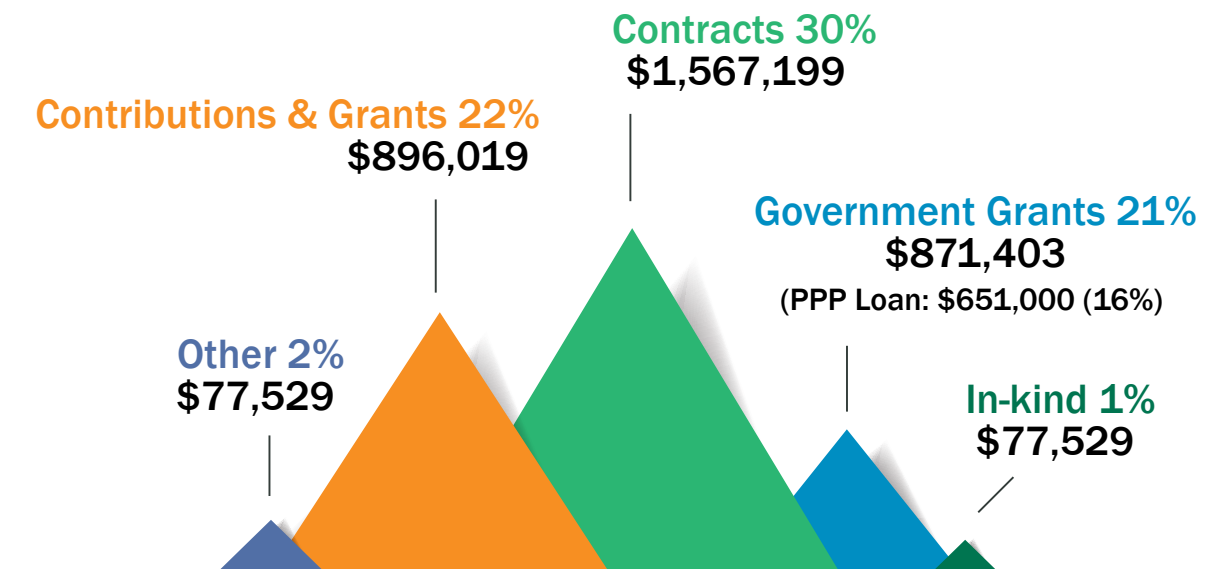
181 Corpsmembers and Alumni requested Support Services

143 individual telehealth counseling sessions

300+ attendees across 3 virtual events

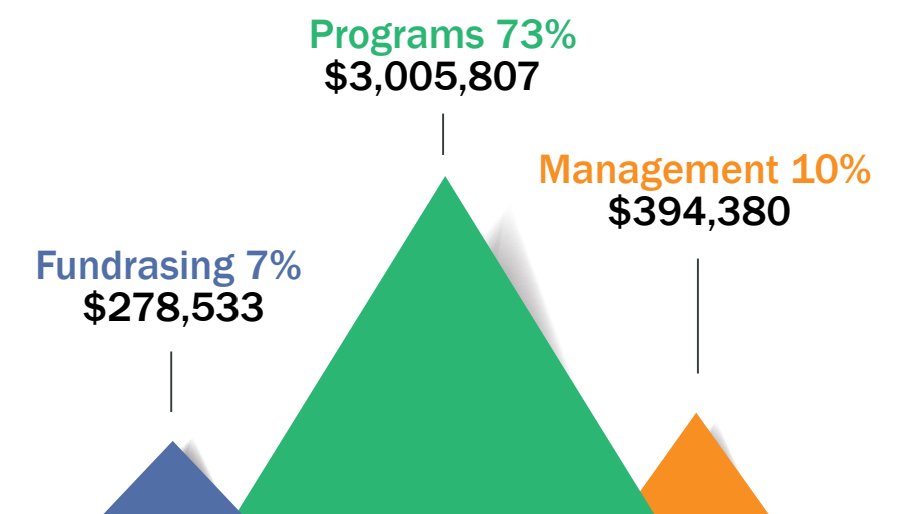


FINANCIALS



TOTAL REVENUE

\$4,112,067



TOTAL EXPENSES

\$3,678,720

(before depreciation)

FOUNDATION,
GOVERNMENT,
CORPORATE SPONSORS

\$50,000 +

Anonymous
Colorado Department of Education
Colorado Water Conservation Board
Corporation for National and
Community Service- AmeriCorps
Daniels Fund
Denver Housing Authority
Denver Office of Strategic Partnerships
Energy Outreach Colorado
I-kota
National Forest Foundation
Russell Grinnell Memorial Trust
U.S. Department of Labor
The Corps Network
Great Outdoors Colorado
Tony Grampsas Youth Services
W.P. Carey
YouthBuild USA

\$49,999-\$15,000

The Anschutz Foundation
Colorado COVID Relief Fund
Colorado Healthy Rivers Fund Grant
Community First Foundation
CWCB/CYCA - San Isabel Land
Protection Trust
The Denver Foundation
Kenneth King Foundation
Kirkpatrick Family Fund
VF Foundation
Xcel Energy

\$14,999 and below

Anschutz Family Foundation
Benevity Community Impact Fund
Brownstein Hyatt Farber Schreck
Buildmark
Burrell Family Foundation
City of Westminster
Colorado Department of Public Health
and Environment- COVID Mini Grant
Colorado Workforce Development
Council - SYC
Community College of Denver
Foundation
Community Shares of Colorado
Construction Education Foundation
Cross H Foundation
Denver Economic Development Office -
COVID Relief
Denver Office of Climate Actions,
Sustainability, Resiliency
FirstBank
Fred and Jean Allegretti Foundation
Greiner Electric
King Soopers

KPMG
Kum & Go
Opus Foundation
Palace Construction
Patagonia
Phyllis M. Coors Foundation
Pinnacol Assurance
Prologis
Pueblo Bank & Trust
RK Foundation
Rocky Mountain Apparel
Schlessman Family Foundation
Subaru Foundation
Suncor Energy
TDF Landscape Project Cohort
The Denver Foundation
Turner Construction
Union Pacific Foundation
Weifield Group
Wolff Systems

PARTNERS

A Precious Child
Action Center
Adams County Food Bank
Adams County Parks and Open Space
Advocacy Denver
ARC of Jefferson, Gilpin and Clear
Creek Counties
Aurora Water
Bessie's Hope
Bluff Lake Nature Center
Bobcat of the Rockies
Boomers Leading Change
Boulder Ranger District
(US Forest Service)
Boys and Girls Club of Metro Denver
Bureau of Land Management:
Royal Gorge Field Office
Butterfly Pavillion
Care and Share Food Bank for
Southern Colorado
Castlewood Canyon State Park
Chatfield State Park
Cherry Creek State Park
Cheyenne Mountain State Park
City of Aurora Parks, Recreation
& Open Space Department
City and County of Denver Parks
and Recreation
City and County of Denver Parks
and Recreation - Denver Mountain
ParksClear Creek Ranger District
(US Forest Service)
City of Boulder Open Space
and Mountain Parks
City of Colorado Springs Parks,
Recreation and Cultural Services
City of Commerce City Parks,
Recreation & Golf
City of Lakewood
City of Pueblo Parks and Recreation
City of Thornton
City of Trinidad
City of Westminster

Coal Creek Canyon Fire Protection
District
Colavria Hospitality
Colorado Cardiac CPR
Colorado COREACH
Colorado LEAP Office
Colorado Mountain Bike Association
Colorado Parks and Wildlife Barr Lake
State Park
Colorado Spring Utilities
Colorado Water Conservation Board
Colorado Watershed Assembly
Colorado Workforce Development
Council State Youth Council
Colorado Youth Corps Association
Community College of Denver
Community Shares
CORE Partners/WORKNOW
Craig's Power Equipment
Culture Energized
Denver Botanical Gardens
(Sun Valley community garden)
Denver Economic Development
& Opportunity
Denver Housing Authority
Denver Indian Center
Denver Office of Climate Action,
Sustainability and Resiliency
Denver Office of Strategic Partnerships
Denver Water - Cheeseman Reservoir
Denver Water - Highline Canal
Denver Workforce Integration Network
Denver Workforce Services
Douglas County Conservation District
Douglas County Fairgrounds
Eco-Rx
Emerson St. Mental Health Center
of Denver
Energy Outreach Colorado
Energy Resource Center
Environmental Learning for Kids ELK
Food Bank of the Rockies
Foothills Park and Recreation District
Generation Wild-- Northeast Metro
Coalition
Generation Wild - Pikes Peak Region
Genesee Foundation
Global Machinery
Golden Gate Canyon State Park
Greater Metro Denver Healthcare
Partnership
GRID Alternatives
Groundwork Denver
Groundwrk Web Design
Growing Home
Habitat for Humanity ReStore
Hiawan Hills HOA
Hickman Trailer
Higbee State Wildlife Area
Historic Green Mountain Falls
Foundation
HistoriCorps
I-kota
Inside Out Youth Services in CO Springs
Las Animas County Fairgrounds
Letters Against Isolation
Maiker Housing
MEDIC SOLO WFA
Metro Caring

Mi Casa Resource Center
Mt. Evans Outdoor Laboratory School
(Jefferson County Public Schools)
Namaste Solar
National Forest Foundation
National Park Service: Florissant Fossil
Beds National Monument
Nurse Family Partnership
Open Up
Palace Construction
Partners In Housing
Period Kits
Pikes Peak BOCES - School to Work
Alliance Program
Pikes Peak Outdoor Recreation Alliance
Pikes Peak Ranger District (US Forest
Service)
Pikes Peak United Way
Purgatoire Watershed Partnership
Rainbow Alley
Realizing Aptitudes
REI
Rocky Mountain Field Institute
Roundup Riders of the Rockies
Roxborough State Park
San Carlos Ranger District
(US Forest Service)
Sand Creek Regional Greenway
Partnership
SavATree
Soil Cycle
Soles4Souls
South Platte Ranger District
(US Forest Service)
Southwest Denver Coalition
St. Francis Center
Staunton State Park
Staunton State Park
Sun Valley Kitchen
The Payne Creative
The Corps Network (Moving Forward
Initiative)
The Equity Project
The Kin Collective

The Place Colorado Springs
Tire World
Tools for Trails
Town of Brookside
Tres Valles West Homeowners
Association
Turk's Pond State Wildlife Area
Unite Colorado
Urban Farm
Urban Land Conservancy
USFWS Rocky Mountain Arsenal
National Wildlife Refuge
Volunteers for Outdoor Colorado
Walls Counseling
Wildfire Partners - Boulder County
Land Use Department
Wildlands Restoration Volunteers
YouthBuild USA

INDIVIDUALS

Aaron Potts*
Adam Ashlock
Ale Spray
Allen Smith
Amber Brusak
Amber Palmeri
Amy Kamholtz
Amy Moyer
Andrew Laughlin
Anna Polley
Anne Harris
Anonymous
Anthony Pimental
Antonio Barreiro
Arielle Greenbaum
Barbara Masoner
Barbara Nulty*
Benjamin Kuckel
Blake Hansen
Brandon Quickbear
Brent Gray

Brent McDaniel
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Calvin Delamere
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Carolynne White
Cathy & Dave Dehn
Cathy Lewis
Cathy Rock
Charlotte King
Christopher Arend
Christopher Malec
Christopher Peyko
Christy Gallese
Cindy Chang
Cindy Gaertner
Collin Hoffman
Craig Myles
David Glynn
David Septimus
Dayle Jones
Derrick Chock
Don Overdorff
Doug McPherson
Ed Rosenberg
Emily Grogg
Fred Corn
Gabe Buzinski
Gary McAdam
Georgia Howard
Mat Singer
George Ware
Ginger Littleton
Gregory Eurich
Hannah Armentrout
Heather Larrabee*
Heather Opland
Hope Kadlecek
Hope Trisler
Jackie Hannifan
James & JoAnne Capecelatro*
Jamie Lund
Councilwoman Jamie Torres





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Janet Scott
Jean Campbell*
Jean Scandlyn
Jean Solis
Jeslin Shahrezaei
Jim McKeen
John Karakoulakis
Josie & Rollie Heath*
Julie Pecaut
Justin Overdorff
Karen Stran
Karyn Browne
Kathi Conner
Katie Wegner
Kelly Causey
Kelvin Reed
Ken Seeley
Kendahl Warren
Kenneth Gillis
Kevin McAdam*
Kevin McRaith
Kiki Council
Kris Amstutz
Kristina Van Bockern
Kyle Henderson*
Lara Jakubowski
Lavonne Heaviland
Lawrence Pham
Lee Kathryn Gash-Maxey
Leighanne Potts
Linda Brown
Lisa Rucker

Lisa Smith
Liza Canale
Loretta McElhiney
Margaret McRaith
Marge Chesney
Margot Rode
Martin McCoover
Mary Brusak
Mary & Ron Goodwin
Matthew Kuykendoll
Matthew Nagy
Meaghan Egan
Megan Close
Melissa Menter
Michael Lewis*
Michael McRaith*
Michelyn Johnson
Mike Nulty
Mike Smith
Nancy Moyer
Nancy Shahrezaei
Nathan Bond
Neal Davis
Nick Buzinski
Nick Venetz
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Patrick Morrissy
Patty Yanker*
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Renee Azerberi

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Richard Buzinski
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Sarah Haradon
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Stephanie Van Cleve
Stephen Nulty
Steve Furr
Susan Richardson
Tab McGinley
Tess Richey
Therese Ivancovich
Thomas McKeen
Thomas Shallow
Timothy Mauck
Timothy Nulty
Tom Ratty*
Trent Peaker
Veronica Bathon
Zach Scott

**Building Blocks Member -
Gifts of \$1000 or more*

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ALE SPRAY
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Conservation*

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Deputy Director

JAMIE BLATTER
*Conservation Evaluation and Engagement
Specialist*

LIZ CUMMINGS
Program Coordinator: Land Conservation

ALEXIS DIAZ
Case Manager College & Trans.

CHUCK DOLBOW
Operations Manager

NATE EDGE
*Project Manager: Energy & Water
Conservation*

JIMMY FERNANDEZ
HR Associate

NIABI HART
Supportive Services Specialist

EMILY HOLMES
Program Coordinator: Land Conservation

HEATHER HURD
Manager: Compliance & Data

XAVIER JENNINGS
Manager: Equity & Leadership

AMANDA KARSTETTER
Program Coordinator

THERESA KHONG
Senior Accountant

MICHELE KILEN
Manager: Foundation & Government Giving

EUNSOL KIM
Administrative Associate

RACHEL LARAVIE
Outreach Associate

SANDRA LITTLE
High School Equivalency Instructor

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CEO

CLAIRE MORRISSY
Associate Manager: Land Conservation

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Crew Leader

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Finance/Accounting Manager

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Senior Program Manager: YouthBuild

DEMETRIUS PARKER
*Program Coordinator: Community Response
& Recovery*

VICTOR PLASENCIO
Field Technician

JESSE ROEHM
Senior Manager: Land Conservation

CJ RUNGE
Associate Manager: Land Conservation

JESLIN SHAHREZAEI
Director of Development & Communications

TOM SIMODYNES
YouthBuild Field Coordinator: Construction

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Dir. of Finance and Planning

JASON VAUGHN
Program Coordinator: College and Careers

TIM VERNI-LAU
Client Intake Coordinator

DARIUS WEST
Youth & Community Coordinator

**Reflects Staff, Board of Directors and
Advisory Council Members from January
1, 2020-December 31, 2020.*





1801 Federal Blvd.
Denver, CO 80204

milehighyouthcorps.org
303-433-1206