2019 annual report

PRODIGY VENTURES
THE YEAR OF BECOMING
A note from Steph: Prodigy's Executive Director

We named 2019 The Year of Becoming because this year, more than any other, both apprentices and the organization were challenged and tested. As a result, we became more ourselves.

In 2019, Apprentices experienced a racially-motivated incident at the coffeehouse. Apprentices also lived with an acute rise in mental health challenges, which debilitated some and hospitalized others. The coffeehouse faced flat sales due to a six-month road closure in front of the shop and I-70/Colorado Boulevard construction. We lost our Operations Manager, effectively one third of our Leadership Team. Two long-time apprentice leaders who carried large responsibilities in the shop graduated (congrats Alonzo and Odalis).

Reflecting on the year, however, I see that Prodigy is a much more complex and stable version of ourselves. As we experienced this heat and pressure, we didn’t just endure. We turned toward each other and transformed into something even stronger.

Today, Prodigy has the most dynamic, diverse Leadership Team and Board of Directors in our history. In 2019, two apprentice graduates became salaried staff members, we trained 15% more young adults, and the depth of community partnerships grew significantly.

What is Prodigy becoming?
Proof of concept: that development of this city can be accomplished in a way that means we all rise together.
Proof of concept: that young people are deeply motivated learners and workers...if we structure work and learning to tap into their inherent greatness.
Proof of concept: that the young people just beyond our everyday periphery are not only part of the city, but rather, essential to the success and soul of this place.

At Prodigy, we navigate with ‘spiritual hospitality.’ This is the idea that ‘we create space for people to be(come) authentically and fully themselves.’ All of you who carry ‘spiritual hospitality’ in your hearts, all who enjoy this craft coffee made by our next generation of leaders, all of you who donate generously—you are becoming better versions of yourselves alongside us, creating a better Prodigy, and, in turn, encouraging this city to be a better version of itself.

In Gratitude,

Steph Frances
Executive Director, Prodigy Ventures
PRODIGY’S MISSION:
Disconnected young adults develop mindsets and skills for sustainable careers, economic mobility and, most importantly, to go forth and enrich their city.

PRODIGY’S VISION:
Prodigy envisions an economically equitable Denver with a new generation of thriving, healthy, innovative community members.
In addition to the elements on this timeline, we have built four key learning science components into Prodigy’s model: This is how we tap into the innate desire to engage deeply in learning and work:

**TIME ON TASK AND DELIBERATIVE PRACTICE:** Mastery requires deliberate practice. At Prodigy, apprentices work and learn for an average of 1,000 hours with a 2:1 student to teacher ratio.

**CLEAR, RELEVANT, AND ONGOING SUCCES MILESTONES:** Learning requires setting clear standards and providing scaffolded teaching to help learners achieve success.

**GENERATIVE FEEDBACK:** On the first day of pre apprenticeship, young adults learn that feedback is not their enemy. At Prodigy, feedback is a natural, dignifying, and essential part of continuous learning.

**COMMUNITY OF SPIRITUAL HOSPITALITY:** All of these learning strategies exist within a culture of spiritual hospitality: ‘We create space for people to be authentically and fully themselves.’
**JOB DEVELOPMENT & TRANSITION TO WORKFORCE**

Prodigy provides paid experiences outside the shop such as guest barista shifts, job shadows, internships. The apprenticeship also includes portfolio and job development in preparation for graduation.

**SCA CERTIFICATIONS**

Apprentices can become certified by the Specialty Coffee Association, an internationally recognized organization that launches baristas into careers in craft coffee.

**BARISTA LEVEL 2**

This high-level barista certification measures the ability to deliver multiple top quality espresso-based drinks with latte art during a sustained rush. Barista 2's practice strategies include planning, multitasking, integration of new information, prioritizing, and technical coffee skills.

**APPRENTICES GRADUATE**

Apprentices graduate with the ability to secure meaningful employment in their community. They have access to Prodigy's staff and resources indefinitely after graduation.

**PEER LEARNING & PEER TEACHING**

Learners are more attuned to learning in a social context with their peers. Peer teaching is a meta-cognitive skill that requires not only an understanding of the content, but the ability to articulate it to others. Peer teaching and learning is associated with greater psychological well-being, social competence, communication skills, and self-esteem.
Prodigy’s impact goal is to see apprentices secure meaningful, sustainable employment and experience economic mobility. Research from the Urban Institute, Stanford University, and the US Partnership on Mobility from Poverty indicates that economic success, power and autonomy, and being valued in community are essential levers for economic mobility. Prodigy’s impact goals follow this framework.

**IM & PACT OUTCOMES**

Prodigy Ventures

<table>
<thead>
<tr>
<th>Outcomes</th>
<th>Percentage</th>
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<tbody>
<tr>
<td>Apprentices Increased Social Capital:</td>
<td>90%</td>
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<tr>
<td>Apprentices Built Transferrable Skills:</td>
<td>85%</td>
</tr>
<tr>
<td>Apprentices Increased Earning Power:</td>
<td>95%</td>
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<tr>
<td>Apprentices Experienced Healing:</td>
<td>60%</td>
</tr>
</tbody>
</table>
MEASURES of success:

- Young adults trained in foundational workforce skills: 47
- Young adults worked in apprenticeship: 23
- HIRED APPRENTICES WHO GRADUATED OR ARE STILL EMPLOYED: 83%
- AVERAGE HOURLY WAGE: $16.10
- RECEIVED RAISES, PROMOTIONS, OR INCREASED RESPONSIBILITY: 68%
- AVERAGE HOURLY WAGE EARNED AFTER PRODIGY: $18.00
- EMPLOYMENT RETENTION RATE AFTER PRODIGY: 85%
- EARNED INDUSTRY RECOGNIZED CERTIFICATION, INCLUDING SPECIALTY COFFEE ASSOCIATION CERTIFICATION: 65%
- APPRENTICES WITH QUANTIFIABLE PROFESSIONAL NETWORK: 90%
- PARTICIPATED IN PRODIGY'S MENTAL HEALTH AND WELLNESS ACTIVITIES: 95%
- APPRENTICES ATTENDED 1-1 THERAPY: 52%
JUST THOUGHT WE SHOULD MENTION A FEW:

Highlights:
HOSTED

HOSTED two latte art throw downs where families & community celebrated apprentices’ budding craftsmanship.

PARTNERED

PARTNERED with Lighthouse Writers Workshop, Abby Templeton-Greene, and Check Your Head for wellness workshops.

HOSTED

HOSTED networking event where apprentices and graduates spent time getting to know Starbucks Managers. The night was not a hiring event, but four Prodigy youth became Starbucks associates after this evening.

AUTHORED

AUTHORED a chapter in *Skilling Up: The Scope of Modern Apprenticeship* through the Urban Institute.

FACILITATED

FACILITATED first high school transferrable skills training.

PRESENTED

PRESENTED with apprentices at the Global Homeboy Network Gathering, Los Angeles, CA and Kentucky Statewide Apprenticeship Summit.

CELEBRATED

CELEBRATED Steph Frances, a 2020 Livingston Fellow through Bonfills-Stanton Foundation.

WELCOMED

WELCOMED apprentice graduates, Odalis Ibarra and Emilia Cano, onto Leadership Team.

HIRED

HIRED Alex Zarnikow, Operations Manager and Destiny Hardney, Prodigy Educator.

TRAINED

TRAINED 6 pre-apprenticeship cohorts and 47 young adults.

TRAINING
In this year of becoming, the impact numbers are powerful, but we also evaluate qualitative measures. One of these is the testimony of apprentices as they practice self-reflection. We recently asked apprentices to talk about the growth they see in their lives. The results: Apprentices are becoming more of who they want to be throughout their apprenticeship.
TYREE, COHORT 8

What are you becoming?
"Growing up, being honest with you. I’m becoming a man, you could say maturing. I’m learning responsibility, learning not to push things off on someone else. I’m shaping out my skills and becoming more of an asset instead of a liability. My coworkers gain trust in me to run shifts without any hiccups."

KYRA, COHORT 8

What are you becoming?
"What I’m proudest of is the that I went from self-harming every day and I couldn’t do anything by myself. But now I don’t care what people think. I used to care so much what other people thought of me that I was so focused on everyone else liking me because I didn’t like myself. But now I’d rather be myself and have people in my life I know care about me for me."

become (v) to undergo change or development; to come to be
AUDREY, COHORT 7
What are you becoming?
"Starting here at Prodigy, I'm using my voice. This was the biggest change for me. My voice was always being talked over or stuck in my head. Now I'm strong enough to voice my opinions and beliefs. I'm experiencing things I never thought I would."

DAVID, COHORT 10
What are you becoming?
I've never gotten the responsibility to be a leader but the way I have been pushed here, now I am leading Teira and Bri. Now I get to be really me. I am getting to do something that I love; be a barista like my brother.

I am more self aware, more aware of my actions. I am a provider, a responsible man. I support my family’s bills. A year from now, I will become a responsible, smart, aware adult. I mean in my professional life, mental health, and relationships."
SHANNON, COHORT 10

What are you becoming?
“I feel like I’m becoming more intentional. It’s important to me that people know that I care about them. It was relevant before, but has taken on bigger importance now. You all always want to know how we’re doing, and you really want to know. That has really rubbed off on me.”

TEIRA, COHORT 12

What are you becoming?
“...My communication skills, I’m good with people...I’m becoming more confident in myself. I know I can do things, I won’t stop until I get it right. [And, I’m] working to go above and beyond. Because of my teammates, for one. You help me see how I’m succeeding.”
ANDREW, COHORT 8
What are you becoming?
Someone who is comfortable talking to strangers. I wasn’t comfortable talking to anybody, now I can ask anyone how their day is going—even on the street.

Also, becoming more responsible. I used to sleep in until 12-1, now I am setting alarms to not sleep in so late. I got the call from my mom and helped her out this morning.

DREJON, COHORT 12
What are you becoming?
I can’t lie, I feel like I’m becoming. I count myself as a premature adult at 19. My last job, I didn’t have enough discipline. I see myself becoming more of a man, this is the longest I’ve held a job. I see brighter paths for me with meeting people and networking.

I can’t lie, I might join the Air Force.
BRIANNA, COHORT 12
What are you becoming?
“I’ve become more of a positive person. Even though I’ve had all this crap happen, the positivity around me has helped me be more outgoing. The door is reopening to me being who I am. It wasn’t the case for me in high school. I’m still learning, and I think this experience is going to keep opening the door for me to become who I know I can be.”

DEANDRE, COHORT 6
What are you becoming?
“A humble leader on shift. Others like working with me. I am motivated. I want to start a foundation to build playgrounds and help with housing. I’m becoming less angry. I manage it in a more healthy way.”
Prodigy takes its lead from organizations who have track records of transformational impact in the area of economic development. Their research points us to a model that prioritizes mental health and wellness programming alongside workforce development activities. Thus, in 2019, we began measuring a 4th outcome: Apprentices experience healing. We have adopted measurement instruments that align with Stanford’s Measuring Mobility Toolkit. Apprentices receive paid development hours in their weekly schedule to participate in activities led by our curated partners:

- **The University of Denver Graduate School of Psychology:** On-site Graduate-level Intern
- **People House:** Clinical individual therapy
- **Check Your Head:** Experiential wellness workshop series
- **Lighthouse Writers Workshop:** Self-identity through slam poetry
- **Tennyson Center for Children:** Staff Training
WHAT IS CHECK YOUR HEAD?
Check Your Head is an arts and mental wellness organization designed to increase self-efficacy, self-advocacy, and reduce violence.

We utilize arts tools when we’re questioning, curious, or even in crisis. The songs we might listen to, the poems we might create, the journaling, the doodles, all of these are really effective tools to explore our inner world.

HOW IS YOUR METHODOLOGY UNIQUE?
The biggest differences I’ve found is an equal parts emphasis on artistry and mental health underwritten by the peer recovery side of the movement. There’s a lot of barriers for some of our young people to those services. Check Your Head sits in a sweet spot of having equal part joyous art emphasis but also really tangible skills and knowledge acquisition. Therapy doesn’t necessarily give us the day-to-day tools that help us identify how to be the individual that we are in the world. Check Your Head really works to help supplement that.

WHAT DREW YOU TO WORK WITH PRODIGY?
Prodigy’s entire model is really so empowering to young people in the manner in which you all put the apprentices first. Not just in their capacity to produce on the social enterprise level, but really promoting their whole being outside of how that might show up in the space. That’s so incredibly essential to properly serving our youth. You can tell it’s more than numbers for a grant application. You can tell it’s more than a transactional interaction that you can highlight at a gala. The familial vibe that is so evident between the staff and apprentices is something that’s refreshing. The authenticity in which Prodigy engages in community is really unique. It was really refreshing to be in an environment where everyone is a true individual and recognized as a true asset of the community.

AT PRODIGY, WE’RE ALL ABOUT SHOWCASING TALENT TO A WORLD THAT LARGELY WRITES YOUNG PEOPLE OFF. HOW IS CHECK YOUR HEAD BATTLING STEREOTYPES ABOUT YOUTH?
We do not believe in bad kids. Even the most disenfranchised or most volatile individual, there’s a belief that that person is truly underserved. Especially when we look at incarceration rates for youth of color or youth coming from lower income backgrounds, they are so stigmatized and discriminated against as opposed to recognizing the extreme need involved in even their most challenging decisions. Check Your Head is very humanist, Marianne Williamson that says, “every action is either love or a call for love.” That’s something we so deeply believe.
HOW DID YOU BECOME AN ASSISTANT MANAGER AT PRODIGY?
I think it had a lot to do with mind-frame and trying to overcome systematic oppression. As a person of color you’re constantly growing up with these notions that the white man doesn’t care for you. It took a lot of personal growth, mind work, and this place, to begin to break down that barrier for me.

I was 8 months into my apprenticeship and I didn’t know if this place was actually helping me break that barrier or making it worse because of all the gentrification in this neighborhood. I had a wall up that was stopping me from even letting this place help me. I just kept thinking, What is this place giving me? I left Prodigy to become more focused on school, my parents were having health issues, and I felt my journey was to be home for awhile, but Steph and Brady wouldn’t let up. Brady was helping me with my resume at the time. We were trying to figure out if I should work somewhere else and Steph was like, How do you feel about coming back and seeing what else we could do? I came back with the notion that this place would help me finish my degree, get the learnings, and apply them. I came back and finished my apprenticeship and started learning to be a Manager on Duty.

For some reason the opportunity of Prodigy kept showing up for me. It was the constant something representing itself to me. They want to see me succeed and as a person of color you don’t find non-people of color who genuinely want to be an ally. That is this place. This place genuinely wants to help people like me, so how can I use that as a resource and a network rather than a blockage and hindrance.

HOW HAVE YOUR MINDSETS CHANGED?
How do you break generational trauma? I learned at a young age that there are people that want to help you, including white people. It’s about how you open your doors to them. When I first started at Prodigy I thought, I can get there without these white people and even though they want to help, I don’t need it. It was generational colonization, that’s the way I thought about it, but now I have the opportunity to break the cycle of generations. My grandmother couldn’t, but I can. I can do this because my ancestors couldn’t.

EMILIA, apprentice graduate and current Assistant Operations Manager, on becoming a leader in an organization that once represented gentrification
I’ve seen this place be a home to people. I’ve seen this place be a safe haven. I’ve also seen this place be a struggle of personal identity in a good way. When apprentices think in a bigger way, that’s ultimately what we want here.

EXECUTIVE DIRECTOR’S NOTE:
“Based on where she is in her career, Emilia is hands down one of the most insightful, proactive, deep-learning, generous, leaders I’ve ever met. Combine this with her spot-on sarcasm, truth-telling, ability to connect with people from all backgrounds, and affable spirit, and we have true inspiration in our midst. Our Leadership Team is honored to get to work alongside this next-generation leader.”

WHAT’S A CURRENT CHALLENGE IN YOUR LEADERSHIP ROLE THAT’S FORCING YOU TO BECOME SOMETHING NEW?
Most of the leadership things that I do are around people of color. Prodigy is the first leadership position I’ve held that’s not all people of color. People of color aren’t the only people that need healing and healed people heal people. So how can I help everybody, versus just my own. There’s so many young people that need a voice and I’m getting to a point in my life now, where color isn’t the first thing I see.

THINK ABOUT SOMEONE WHO’S WATCHED YOU GROW. WHO WOULD THEY SAY YOU’RE BECOMING?
Successful. I’ve always had this thought that you’re gonna get yourself off the block. For generations my family has lived in a 10 block radius. How do I break myself out of that 10 blocks but still remain a part of it? They would say I’m successful as far as following through on my role in the leadership team. I look at myself along side with my peers that I grew up with and already I’m breaking the cycle. You have some that are doing good, have jobs, you have others that are lost to the streets, and I have others that have passed. I’m breaking all those barriers. I was told only 1 in 5 will graduate from school and make it out of the hood. I was the only one who actually made it through school. Everybody dropped off one by one.

There’s so many different teachings and so many different things that come from different people. I constantly have to be building my own growth to help someone else grow. The only way I can truly grow is if I open my eyes to different things and broaden that horizon. I want to be able to understand where other people are coming from. Just as well as I want people to understand where I’m coming from. Sure we’re gonna have opposing views, but I want to understand why they think that way.

ONE SKILL THAT YOU HOPE TO GAIN IN 2020?
My ultimate goal is to open up my own business. I have a million ideas, but where’s my money? Poor people don’t have money or access to money. I want to learn how to get over having to ask for money. Learning how to ask for help in obtaining what I need.

WHAT HAVE YOU SEEN IN YOUR TIME AT PRODIGY?

I’m BREAKING all those barriers.

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Audrey, cohort 7, is currently working the Shift Lead training program at Prodigy and helped us present in Los Angeles at Homeboy Industries in 2019. In October, she was recruited and hired into a barista position at Queens Eleven, a new coffee shop in RiNo receiving accolades not only for its atmosphere and unique drink menu, but also for the respect paid to employees.

Tyree shares his thoughts on who Audrey is becoming: “Audrey is becoming more than a leader. More like a mentor. She is always teaching me how to do something. With another job [at Queens Eleven] she’s versatile and committed.”

Before Alonzo, cohort 3, completed his apprenticeship at Prodigy, he was recruited by Blue Sparrow Coffee. Alonzo transitioned immediately after graduation from Prodigy into a barista role at Blue Sparrow where he received a raise, health care benefits, and a 401K. As a result, he has recently helped his family move to a more “peaceful neighborhood,” is paying off debt, and saving for a car. At Blue Sparrow, he applies the leadership mindsets he learned at Prodigy, most specifically, the self-directed learner. When the shop is slow and even if he is alone, he practices latte art, dialing in the machine, and tasting notes on different grinder settings.

Where are they now?

In 2019, Prodigy supported 13 apprentices and graduates in obtaining jobs outside of Prodigy. The average wage for graduates in their new positions is $18.00/hour.

The goal: apprentices secure meaningful, sustainable employment and experience economic mobility. This means, we work to transfer skills learned behind the bar into fields and industries that represent an area of interest for the apprentice or a growing sector of our economy. Even though our program produces some of the city’s best baristas, we are designed to produce the city’s next great leaders. Graduates are working in these industries:

- Education
- Nonprofit
- Professional Services
- Security
- Craft Coffee
- Marijuana
- Retail

PRODIGY VENTURES
## Financials

### Revenue

- **Total Revenue**: $751,000 (2019) vs $782,000 (2018)
- **Contributions**: 55% of $411,000 (2019) vs 55% of $452,000 (2018)
- **Coffeehouse Sales**: 45% of $340,000 (2019) vs 45% of $330,000 (2018)

#### Revenue Breakdown

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<thead>
<tr>
<th>Source</th>
<th>Amount</th>
<th>Percentage</th>
<th>Notes</th>
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</thead>
<tbody>
<tr>
<td>Foundations</td>
<td>$230,000</td>
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<tr>
<td>Individuals</td>
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<td>Corporations</td>
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<td>Other</td>
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<tr>
<td><strong>Total Revenue</strong></td>
<td><strong>$751,000</strong></td>
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### Expenses

- **Total Expenses**: $746,000 (2019) vs $671,000 (2018)
- **Social Enterprise Program**: 71% of $533,000 (2019) vs 71% of $466,000 (2018)

#### Expense Breakdown

<table>
<thead>
<tr>
<th>Category</th>
<th>Amount</th>
<th>Percentage</th>
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<tr>
<td>Cost of Goods Sold</td>
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<td>Administration</td>
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<tr>
<td>Fundraising</td>
<td>$11,000</td>
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<tr>
<td><strong>Total Expenses</strong></td>
<td><strong>$746,000</strong></td>
<td></td>
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</tbody>
</table>

### Notes

- Internal Revenue increased 3%.
- Individual donations grew by 42%.
- $7,776 was returned to Colorado donors through tax credits via Colorado Enterprise Zone Contribution Program.
- On the enterprise side, we experienced slower than projected internal sales growth due to road closure, but were able to increase revenue and make a $5,000 profit above and beyond business expenses.
- On the fundraising side in 2019, we raised less than 2018, the year we received a one-time infrastructure grant from Wend Ventures.
- 45% of total organizational operating costs were internally generated and 55% came from generous donors. 100% of donations went toward impact programming.

*Includes Cost of Goods Sold
with gratitude to our 2019 donors

$50,000+
Wend Ventures
Fiona & Bill Arnold

$25,000-$49,999
Daniels Fund
Kenneth King Foundation
Anonymous

$10,000-$24,999
Allegro Coffee Company
Gateway Fund II
Starbucks Foundation
Vera & Joseph Dresner Foundation

$5,000-$9,999
Anonymous
Anonymous
The Denver Foundation
Mandy & Donovan Paschall
Bayless Family Foundation
Robert E & Anne T Sneed Family Foundation
Stapleton Foundation for Sustainable Urban Communities
The Melvin & Elaine Wolf Foundation Inc
Verso Networks

$1,000-$4,999
Paula Gallegos
Brad & Sarah Johnson
Latimer Family Foundation
The Skillman Foundation
Dan & Melissa Reed
Jennifer Gamble
Stephanie Benitez Oliver
Rob & Michelle Cuthbertson
Jenny Javitch
Andre Janusz
Bret & Jayla Poppleton
Lee & Lindsey Kastberg
Trace & Rebecca Bundy
Leonard & Nancy Peterson
The Mayer-Phillips Foundation

$1-$999
Reuben & Rachel Zylstra
First Unitarian Society of Denver
Julie Voyles
Sarah & Brady Grant
Woody & Georgia Garnsey
The Women's Foundation of Colorado
Baroque Chamber Orchestra
Chad Cookingham & Mary Cipollone
Nikki & Doug Kennedy
Foothills Bridge Company
Mark Tapy
Scott Griebling
Daisy Jo Weaver
Dr. Tolonda Tolbert
Heather Lafferty
Adam & Emily Bailon
Life Squared Properties LLC
Michelle Sturm
Responsible Jane
Rotary Club of Five Points Cultural District
Lois Walton
Stephen Lex
Corrin Campbell
Arthur & Mary Ann Prag
Emma Gardner
David Rivers
Dean McCabe
Eric Ehn
Mile Counseling
Paul Chiavini
Sue Peterson
Kim Browne
Amanda Rogers
Patricia Ramia
Senator Angela Williams
Karen Sokolof Javitch
Nick Massie
Matthew Gulicksru
Melanie Passarelli
Ved Pyakurel
Kate Koschorreck

Craig Spencer
Laura & Brian Rhea
Susan Grant & Deb Pierce
Leslie Herod
Pam & Patrick Prag
Matthew McAllister
Elizabeth Stamberger
Maureen Hearty
Heather North
Susan Ringeon
Nancy Lindo
Elevation Advising
Caitlin Moll
Amy Robertson
David Thatcher
Harris Rollinger
Junia Roman
Robert & Cheryl Dixon
Kathleen Weisz
Frank Schlagel
Daniel Schlagel
Liane & Nathan Pensack-Rinehart

WAYS TO GIVE:

ONLINE
www.prodigyventures.org

CHECK
Prodigy Ventures
3801 E 40th Ave.
Denver, CO 80205

Prodigy Ventures is included in the Enterprise Zone Tax Credit program through the State of Colorado. This means that financial gifts to Prodigy over $250 may be eligible for a 25% tax credit on Colorado state income tax.
Staff & Board

We also asked them to answer the question: Who are you becoming?

EMILIA CANO // Assistant Operations Manager

“Board

Familial connections, professional aspirations, and life experiences all come together to shape who I am becoming, the person I always aspired to be. It’s hard trying to find out where exactly you fit into your own dreams, finding that is becoming.”

ALEX ZARNIKOW // Operations Manager

“Board

I am becoming the person I always aspired to be. It’s hard trying to find out where exactly you fit into your own dreams, finding that is becoming.”

DESTINY HARDNEY // Prodigy Educator

“As a mother, partner, learner and connector, I am learing into my authentic self, becoming the culmination of generational sacrifices and the opportunity for abundance.”

BRADY GRANT // Director of Learning

“Board

I am becoming a better fisherman, father, husband and leader.”

STEPH FRANCES // Founder & Executive Director

“I am stepping from one little place of holy ground to the next.”

JOHNNIE WILLIAMS // Executive Director Youth Programs

Gang Rescue And Support Project (GRASP)

“I am focusing on educating teenagers on gaining and preserving self-respect, finding a positive purpose in life, learning to be more responsible and learning to make good choices such as leaving the gang lifestyle.”

HEATHER LAFFERTY // Executive Director & CEO, Habitat for Humanity of Metro Denver

“I continue to work on leading a more balanced life—being present and bringing my authentic self to each part of my life while trying not to beat myself up when I fall short.”

TAWNYA RAMIREZ // Independent CPA

“I am becoming more comfortable being me. I’ve spent much of my life seeking the true me as defined by others. As I get older, I realize the true me was always there and I just had to get to know her and be confident enough to be her.”

DAN REED // Chief Executive Officer, SEED Fundraisers

“I am working to become more patient with myself as I face new limitations.”

DERRICK KELSEY // Senior Consultant, Apex IT

“I am becoming more aware of the platforms I have been blessed to have and desire to be a good steward of the positions and people that I have been given the opportunity to lead.”

BRANDE MICSIEAU // Legal Investigator, Armistead Investigators

“I am becoming more balanced in my life. I am always striving to be more present for the people in my life and be more engaged. Being in balance frees my mental, physical, and emotional space to be present for the people I care about.”

BOARD OF DIRECTORS:

CHAD COOKINHAM // Director of Foundations Relations, Achievement Network

“I am becoming the person I always aspired to be. It’s hard trying to find out where exactly you fit into your own dreams, finding that is becoming.”

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