



Invest in Kids

Annual Report
2009-2010



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“Invest in Kids addresses and provides innovative, evidence-based solutions to our Foundation’s goals of helping at-risk expectant mothers receive sustained prenatal care in the first trimester and commit to behaviors that reduce numbers of low birth-weight babies. We are pleased to support Invest in Kids’ efforts to combat the barriers that low-income children face from their first moments in life.”

– John Martie
President, Anthem Blue Cross and Blue Shield, Colorado

A Message from the Board Chairs

Greetings:

Despite an uncertain economy and decreased national and state budgets focused on helping children in need, Invest in Kids continued to thrive throughout 2009. All told, Invest in Kids served more than 7,407 vulnerable children and families last year – a 20% increase over the previous year. This is due to the unending benevolence of our board, donors, staff, and program contributors.

Providing Colorado's neediest children with the very best programs and support remains our goal. Working with children and their families has always been a passion for us because each child we serve benefits in ways that are measurable, from those learning through The Incredible Years educational program to those forming lasting bonds with their moms and nurses through the Nurse-Family Partnership®. These programs, which constitute the backbone of this organization, continued to prove their worth over the past year.

In this report, you will learn about a family who is receiving the best educational start possible through The Incredible Years program. You will also learn the incredible story of Shanay and Chris, who utilized our Nurse-Family Partnership® and have started their infant's life on the right path to success. The success these families experienced is a testament to the hard work and dedication of teachers, nurses, and other professionals who have committed their time and expertise to this important cause. It is clearly a labor of love for all of those involved.

For all of us at Invest in Kids, our path of excellent programs and exceptional results is being forged by the very best leadership, past and present. John Walsh has stepped down after eleven years as chair of the board due to his appointment as the new U.S. Attorney for the State of Colorado. Greg Kanan, who has served on the board since 1998, will step into the role of Chair. Together, the Invest in Kids team will continue to remain true to its mission.

Also, in these pages, we gratefully acknowledge the generous donors who partner with us. We thank and invite each of you to join us in our commitment to improve the lives of low-income and at-risk children in Colorado.



John Walsh



Greg Kanan

A handwritten signature in black ink that reads "John Walsh". The signature is written in a cursive style.

John Walsh, former Chair, Board of Directors

A handwritten signature in black ink that reads "Gregory B. Kanan". The signature is written in a cursive style.

Greg Kanan, Chair, Board of Directors

Letter from the Executive Director

Dear Friend:

As the number of children in poverty has been growing faster in Colorado than in any other state, Invest in Kids has been growing to meet the demand for services so desperately needed by our most vulnerable children and families.

In 2009-10, Invest in Kids Incredible Years program increased the number of families served by 20% over the previous year to 334 parents and 4,417 children throughout Colorado. Not only did we increase the number of those benefitting from our programs, but our work ensured that they received high-quality services. We accomplished this by partnering with strong communities, training passionate teachers, educating dedicated parent group leaders, and supporting highly trained, professional nurses.

In the last year, over 2,700 women enrolled in the Nurse-Family Partnership®, a nurse home visitation program, resulting in healthier babies, improved child health and development and greater self-sufficiency. Mothers visited by our nurses had an 8.8% preterm birth rate vs. the Colorado average of 12.3%. In addition, our participants experienced reductions in domestic violence, higher breast feeding rates and increased employment opportunities – and they are our state’s most vulnerable mothers.



Nearly 4,500 children served by The Incredible Years, a social-emotional skill building program, learned to solve problems, control their anger, express their feelings and more capably get along with others. At the same time their parents learned to increase their nurturing parenting skills while decreasing their children’s oppositional behavior. Significant increases in the social competence of participating children, reinforced by the fact that 98% of the participating parents say they would recommend the program to a friend or relative, tells us we are doing exactly what Colorado communities need us to do so that their children and families can get off to the best start possible!

Invest in Kids is fortunate to have a capable staff and a dedicated board, supported by generous donors and committed volunteers. There wouldn’t be an Invest in Kids without this incredible human capital; these extraordinary individuals that make up our stellar team. I want to thank you all and especially thank our board chair of 11 years, John Walsh. After helping to establish the organization, he guided us through many exciting challenges and opportunities. As he stepped down to accept his Presidential appointment as Colorado’s United States Attorney, we are most grateful to another founding board member, Greg Kanan, for assuming the role of board chair for Invest in Kids.

The future of Invest in Kids and all of the children and families we serve is very bright, and we give thanks to each and every one of you for making this invaluable work possible. With your support, we will continue to expand our services to meet the growing demand for our programs!

Sincerely,

A handwritten signature in cursive script that reads "Lisa Merlino".

Lisa Merlino

About Invest in Kids

At Invest in Kids (IIK), we know that only the highest quality programs and the most dedicated staff will ensure that every day, more and more low-income, at-risk Colorado children and their families are given the opportunities and support they deserve.

U.S. Census data show that between 2000 and 2008, the number of children in poverty was growing faster in Colorado than in any other state, and that trend is not experienced proportionately among our children. “Consistently, research finds that living in poverty negatively impacts a child’s social, cognitive, emotional, behavioral and physical well-being from birth into adulthood.”¹ In every Colorado community, there are children who never get the chance to reach their potential. Without help, many of these children will receive inadequate prenatal care, lack preparation for school, and/or experience abuse and neglect – all threatening the health and well-being of those children, their families and ultimately, our communities.

WHY INVEST IN KIDS WORKS

Invest in Kids is a Colorado-based organization committed to enhancing the lives of young children through improved health and well-being. We bring research-based, proven programs into communities across the state and collaborate with local stakeholders to ensure their ongoing success. Our unique approach is what separates the work we do from others trying to achieve the same outcomes. First, we identify programs with proven track records or methodologies for success. Second, we introduce these programs to Colorado communities and constituencies to see where and how they can net the greatest impact. Third, we implement the programs through agency partners, in collaboration with community leaders and other key constituents. Lastly, we ensure each program’s ongoing success through strict adherence to guidelines and measurement of results. Not every program qualifies to become an Invest in Kids program. Only those that can demonstrate the highest level of standards and greatest promise for impact become part of our mission.

Nurse-Family Partnership[®] and **The Incredible Years** are programs that excel at serving young children and their families. By focusing our efforts on at-risk families, we help give every child a chance to succeed. In our role as conduit between research and direct service, Invest in Kids functions as advocate, collaborator, initiator, facilitator, and sustainer, strengthening Colorado families through the individual lives of each child.

We urge you to look carefully at the statistics and stories compiled in this annual report. They represent just a sampling of the successful outcomes our programs produce.

1 ChildTrends (2009). *Children in Poverty: Trends, Consequences and Policy Options*.
http://www.childtrends.org/files/child_trends-2009_04_07_rb_childreninpoverty.pdf



“Some of our most important work in Colorado has centered around issues facing disadvantaged children. We applaud the efforts of Invest in Kids as they continue their vigilant support of the children who need it most.”

**– The Honorable Bernie Buescher,
Colorado’s Secretary of State, and
Mary Beth Buescher**

The Incredible Years

Not all children and parents have the social and emotional skills necessary to succeed in many of life's challenging situations. Low-income children are particularly at-risk for emotional and psychological problems from a very young age.

The Incredible Years (IY) is a research-based program made up of three distinct units that work together to achieve outstanding outcomes: Parenting Education (strengthens positive parenting skills), Dinosaur School (skill building for children, taught in classrooms), and Teacher Education (teaches proven classroom management strategies).

- The Parenting Education is delivered through a series of 14 weekly parent group meetings (with dinner and child care provided to eliminate barriers to participation). Two trained co-leaders guide the group of 10-14 parents as they learn strategies for playing with and praising their children. Effective limit setting and how to partner with teachers in their children's education are among other strategies and skills utilized. Methods of instruction include videos, role playing, group discussion, and regular homework assignments.
- Dinosaur School includes 60 different lessons which are delivered two to three times per week in every participating pre-school or kindergarten classroom. Two trained teachers co-lead the lessons using life-size puppets, engaging activities, games, and video vignettes. The lessons focus on how to solve problems, control one's anger, self-monitor one's emotions, succeed in school, and make friends.
- In the Teacher Education portion of the program, teachers learn positive teaching strategies (focusing on what children are doing right instead of what they are doing wrong), how to connect to children with challenging behaviors, and how to help those children control their behaviors, among many other skills and strategies.

“The smartest public safety strategy is to keep kids in school and out of the justice system. Our best investment is in early intervention with evidence-based programs.”

***-The Honorable
Don Quick,
District Attorney,
Colorado's 17th
Judicial District***



The Incredible Years – Results and Outcomes

In 2002, IIK adopted The Incredible Years (IY) as its second program because of the outstanding outcomes IY has produced in over 25 years of rigorous research. IIK works with communities to provide the support needed to implement the program with fidelity to the proven model, and to achieve positive outcomes for children and families in Colorado.

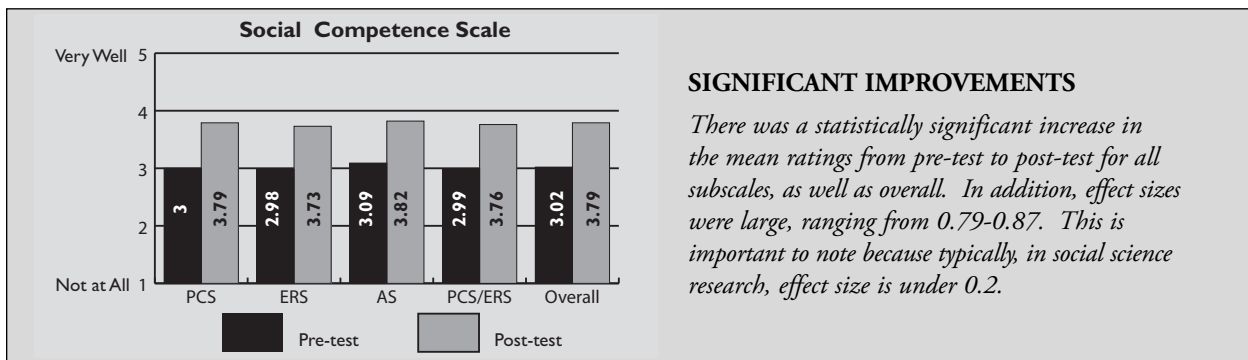


CHILD OUTCOMES

COLORADO RESULTS

IIK contracts with OMNI Institute, a non profit, social science research and technical assistance firm based in Denver, to evaluate The Incredible Years program in Colorado. The evaluation design include pre-test and post-test measurement, based on surveys completed by teachers, to assess changes in child skills during the time they were involved in the IY programs. Recent independent evaluation results include:

- significant increases in children’s Prosocial/Communication Skills or PCS (e.g., “resolves peer problems on his/her own”)
- significant increases in children’s Emotion Regulation Skills or ERS (e.g., “accepts legitimate imposed limits”)
- significant increases in Academic Skills or AS (e.g., “follows teacher’s verbal directions”)
- significant increases in overall social competence



SIGNIFICANT IMPROVEMENTS

There was a statistically significant increase in the mean ratings from pre-test to post-test for all subscales, as well as overall. In addition, effect sizes were large, ranging from 0.79-0.87. This is important to note because typically, in social science research, effect size is under 0.2.

In addition to the overall change in children’s social competence, the program also had a greater impact for children who began the year with lower scores, showing that the program may be most beneficial for children at highest risk for school failure. For analysis purposes, children were divided into three groups based on their pre-test scores on the Social Competence Scale/Teacher: “below average,” “average,” and “above average.” The percentage of children who improved in their overall social competence from pre-test to post-test was 93.8%, 88.4%, and 68.0%, respectively, for the “below average,” “average,” and “above average” groups.

RESEARCH RESULTS

Testing began on The Incredible Years program at the University of Washington in 1982. Numerous studies since that time, by both the developer and independent researchers, have documented its effectiveness in treating a wide array of early childhood difficulties. A series of controlled trials have shown the following results (among many others):

- 91% of the children showed significant reductions in conduct problems
- 73% of the children showed significant reductions in negative behaviors at home
- 69% of the children showing poor social skills at the beginning of school-year demonstrated normal skills at year’s end
- 80% of children continued to show improved conduct a year after program end
- Significant reductions in parental depression and increases in parental self-confidence

The Incredible Years – Results and Outcomes

PARENT OUTCOMES

Parent evaluations were completed with each participant both at the beginning of the program as well as the end. The interview is composed of two scales: positive parenting and negative parenting. Each scale is further divided into a number of sub-scales, including four for positive parenting and three for negative parenting.



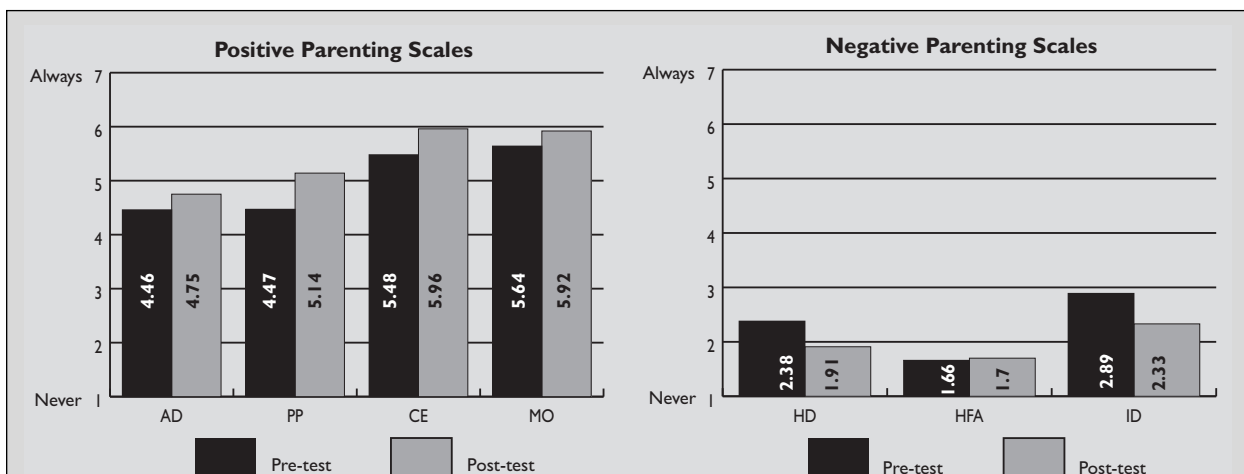
All items are rated on a 7-point scale. An increase from pre-test to post-test in Positive Parenting Scales indicates that parents are using more positive techniques with their children, and likewise, a decrease from pre-test to post-test in Negative Parenting Scales indicates that parents are using less negative techniques. The changes in Parenting Practices Interview scores from 189 parents follow in the graphs below.

Positive Parenting Scales:

- Appropriate Discipline or AD (e.g., “when your child misbehaves, how often do you give your child a brief time out away from family?”)
- Positive Parenting or PP (e.g., “when your child behaves well, how often do you praise or compliment your child?”)
- Clear Expectations or CE (e.g., “when your child goes to bed or gets up on time, how likely are you to praise or reward your child?”)
- Monitoring or MO (e.g., “what percentage of your child’s friends do you know well?”)

Negative Parenting Scales:

- Harsh Discipline or HD (e.g., “when your child misbehaves, how often do you give your child a spanking?”)
- Harsh for Age or HFA (e.g., “when your child misbehaves, how often do you send your child to his/her room for at least 60 minutes?”)
- Inconsistent Discipline or ID (e.g., “if you ask your child to do something and she does not do it, how often do you give up trying to get him/her to do it?”)



MORE POSITIVE TECHNIQUES USED

Significant increases were seen in all Positive Parenting subscales. Effect sizes varied: 0.18 for monitoring, 0.51 and 0.35 for clear expectations and appropriate discipline respectively, and 0.97 for positive parenting. Additionally, significant decreases were seen for both harsh discipline and inconsistent discipline within the Negative Parenting Scales. In both instances the effect sizes were large, 0.82 and 0.75. There was little change seen in the harsh for age subscale.

The Incredible Years – A Teacher’s Story

This year I have two students in my class who are brother and sister. I had the brother last year, as well, and he spent most of the time screaming, crying, hitting, and kicking. The sister started this year and has had very similar behaviors. The sister is in my morning class and the brother is in my afternoon class.

They have a challenging home life and they both seem to want to battle all the time. Even if you give them what they want, they find a way to battle that, too.

They both missed a lot of school during the months of March and April, and consequently, missed most of The Incredible Years (IY) lessons on anger management. So we did some one-on-one teaching with them when they were in school, but I wasn’t sure how well this worked – until I saw both of them putting their new skills into action.



One day, they both arrived at school in poor moods. The sister got angry at the end of the morning for an unknown reason. She was very upset, but when the classroom assistant used the IY approach and suggested that the sister sit in the calm-down chair, she went to it willingly. I requested that one of the students give her the visual of Tiny (the IY puppet that models anger management) taking three deep breaths. A little while later we heard her whispering to herself, “(her name) calm down, (her name) calm down”.

In the afternoon the brother was playing at the water table. During his time at the table, I saw him squat down with a red face while he made a grunting noise. We have had problems with him going to the bathroom in his pants, so I rushed over to stop this from happening. I asked him what he was doing. I thought I heard him say, “It’s coming down.” I then said, “Okay, we need to go to the bathroom for that.” Then I realized that he had said, “I’m calming down,” not “It’s coming down.” So we went back to the water table and he finished taking his three deep breaths.

I asked him what had made him so angry. He said, “I’m not mad, I’m sad. I don’t have my toy whale to play with in the water.” I asked what solution he wanted to use and he said he would play with the toy dolphin instead.

Wow! For him to name his feeling and then to choose the solution of “do something else” was amazing!!!

Thank you for bringing The Incredible Years Dinosaur School to us!

Kari Mendoza
Early Childhood Special Education Teacher
Southeast Preschool

“I was visiting one of the preschool centers that has been implementing IY for the past seven years. I was so impressed by the strategies the teachers were using, the relationships they were building, and the individualized attention each child was receiving. When I mentioned this to the teacher, she replied, ‘You know, Kristy, these strategies are from The Incredible Years....you have helped us with every single part of the classroom.’ I couldn’t help but to feel proud about the work we’ve done for both children AND their teachers in the state.”

**– Kristy Johnson
Invest in Kids
Training and Special Projects
The Incredible Years**

Nurse-Family Partnership®

For a vulnerable young woman who's not prepared to care for a child, a new baby can mean the onset – or continuation – of poverty, conflict, and despair.

The Nurse-Family Partnership® solution is to provide low-income, first-time expectant mothers with a relationship they can count on. A committed and compassionate nurse makes regular home visits from before birth until the baby is age two. Studies show that mothers who participate in the Nurse-Family Partnership® model fare better – and so do their children.



NURSE-FAMILY PARTNERSHIP® GOALS:

- Improve pregnancy outcomes by helping women engage in good preventative health practices, including thorough prenatal care from their healthcare providers, improving their diets, and reducing their use of cigarettes, alcohol, and illegal substances.
- Improve child health and development by helping parents provide responsible and competent care.
- Improve the economic self-sufficiency of the family by helping parents develop a vision for their own future, plan future pregnancies, continue their education, and find work.

COLORADO RESULTS:

Nurse-Family Partnership® is the only home visitation program in the country with over 30 years of clinical trials. These trials prove that Nurse-Family Partnership® produces long term changes in clients' lives.

2009 data:

- 11,655 families served in 52 counties since 1999
- 46% reduction in domestic violence during pregnancy
- 8.8% of babies born pre-term (vs. 12.3% Colorado average)
- 88% breast feeding rate at birth (vs 82.5% Colorado average)
- 92% immunization rates at 24 months (vs. 78% Colorado average)

Invest In Kids' Role:

Invest in Kids is responsible for the programs' ongoing growth and development, acting as advocate for funding and expansion, and consultant for continuing education and collaboration with program nurses.

- **COMMUNITY PLANNING:** IIK ensures that all local communities who have or plan to have Nurse-Family Partnership® have the knowledge, skills, and support needed to sustain the program and build strong nursing teams.
- **PROFESSIONAL DEVELOPMENT:** IIK ensures that all nurse home visitors and their supervisors are prepared and supported in delivering Nurse-Family Partnership® to diverse new communities and families.
- **DATA:** IIK helps Nurse-Family Partnership® local teams interpret client data for quality improvement.
- **ADVOCACY:** IIK advocates to protect state funding for Nurse-Family Partnership®.

Nurse-Family Partnership® – A Success Story

Shanay, a young girl from Pueblo, found herself pregnant at 17. Scared and alone, Shanay and her boyfriend Chris became clients of Nurse-Family Partnership® (NFP) and started to see Brenda while in Shanay's second trimester.

Brenda has been a nurse with Nurse-Family Partnership® for 5 years. According to Brenda, "There is a very high rate of teen pregnancies in Pueblo. These moms come from a lot of life experiences most people have never seen and couldn't even imagine."

"Chris and Shanay were juniors in high school and they didn't really like their living situations because of substance abuse both families had, so they decided to run away for five months and Shanay came back pregnant," said Brenda. When Shanay found out she was pregnant she did not want to tell her family because she felt they would not have been supportive since she was only 17.

When Brenda started working with Shanay and Chris, Shanay found out there was a huge learning curve on how to care for a child. This is indeed the case for many of the teen moms Brenda sees. Brenda's help and guidance was an important factor in their lives. As Shanay explains,

"She helped us find other resources like food and a home. If she wasn't here to keep us in line, we probably would not be going to work or school right now. The NFP Program has been worth it because I didn't think I would be as happy or as good a mom as I am now."

In Brenda's 23 years of working as a nurse, she said that this has been one of the most rewarding jobs she has had.

Shanay told us, "It is a relief to have Brenda here because I just need that help and support to get through my life because it is really tough."

The connection developed between Brenda and Shanay is more than just a partnership; it is an alliance. An alliance implies strength, a bond that unites two or more parties working toward a common goal – in this case, the raising of a child.

Brenda says, "One of the many rewards of this job has been that I get to observe a growing and loving family."



"From my perspective as a trial judge, the most powerful of the many wonderful outcomes achieved by the NFP is the drastic reduction in rates of criminal conduct by both the NFP moms and the NFP kids – even long after the intervention. Every time I have to sentence a young man to prison, it saddens me to think that he wouldn't be standing in front of me in handcuffs today if his mother had been an NFP mom when he was born. What a waste of young lives, not to mention the cost to crime victims and taxpayers."

***– The Honorable Cathy Lemon
Judge, Denver District Court***

Philanthropic, Community Support and Special Events

Special events conducted by IIK and its supporters help fund Invest in Kids programs.

2010 JANE-A-THON – WINTER PARK, COLORADO

Who knew fundraising could be this much fun? On March 5th and 6th, the 11th Annual Jane-A-Thon broke all previous participation records with nearly 200 skiers. Each of these skiers committed to raising a minimum of \$125, with all proceeds benefiting Invest in Kids research-based, proven health and education programs for low-income children and families.

All participants received admission to an après-ski party jam-packed with food, beer, and prizes. In addition to skiing fluffy powder in the gorgeous Colorado sunshine, every participant had the opportunity to be tracked by Flaik®, this year's Black Diamond sponsor. Teams and individuals competed from 9am-2pm in the Flaik® Vertical Feet Challenge, which measured total individual and team vertical for the day, as well as top speed.

On Friday, Currey Cornelius took home the grand prize for most vertical feet with an astonishing 25,365 ft. for the day. In the team competition, a group of 4 from AIMCO took home the prize with an average of 18,728 ft. per skier. Top speed went to Bret Fischer, a former competitive skier, with a blazing 51.3 mph.

On Saturday, individuals, families, and kids took part in the traditional Saturday Jane-A-Thon. Most vertical feet went to Allen SooHoo (24,990 ft.), with his team – Denver Boarding Coalition – also taking home the team vertical and most money raised prizes! Top speed went to Brady Hattery (46.4 mph).

Most importantly, we raised over \$45,000 for Invest in Kids proven programs.



GROWING UP WITH INVEST IN KIDS GALA

Generous support from Invest in Kids donors once again surpassed expectations. Despite a difficult economy, Invest in Kids raised \$150,000 at the Growing Up with Invest in Kids Gala on May 22, 2010.

Event Co-chairs Betsy Crane, Catherine Goodwillie, and Amy Middlekauff, as well as Gala Host Committee members Greg and Katy Bante, Matt Ferlic, Lee Middlekauff, Sean and Jocelyn Murphy, Diane and Wiley Reed, and Sarah Younggren worked hard to put on a successful gala.

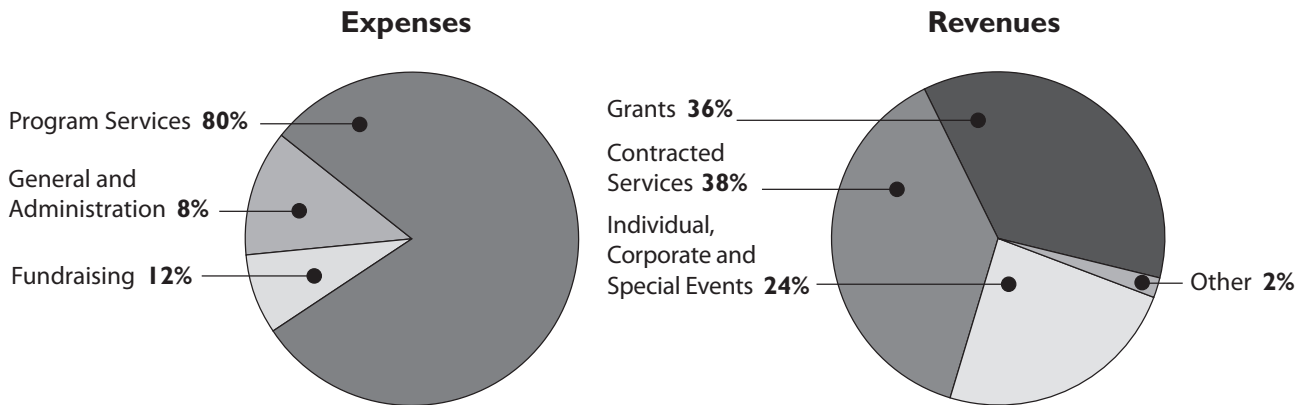
The night's honorees were the founders of two of Invest in Kids research-based, proven programs:

Dr. David Olds, founder of the Nurse-Family Partnership®, and Dr. Carolyn Webster-Stratton, founder of The Incredible Years. Speakers included State Treasurer Cary Kennedy and the most moving presenter of the night—a graduate of the Nurse-Family Partnership® who, despite the difficulties of bearing her first child at age 14, went on to graduate from college and is now a teacher in Invest in Kids The Incredible Years program. The gala was generously sponsored by The Colorado Trust.



Financials 2009

(Fiscal Year ending December 31, 2009)



2009 Invest in Kids Statement of Activities

| REVENUES, GAINS, AND SUPPORT: | |
|--|---------------------|
| Grants | \$ 490,779 |
| Individual & Corporate Donations | \$ 186,340 |
| Contracted Services | \$ 524,241 |
| Special Events | \$ 147,025 |
| Investment Income | \$ 11,714 |
| Other Income | \$ 10,427 |
| Total Revenue, Gains, and Support | \$ 1,370,526 |
| EXPENSES: | |
| Program Services | \$ 1,075,668 |
| General and Administration | \$ 112,563 |
| Fundraising | \$ 158,797 |
| Total Expenses | \$ 1,347,028 |
| Net assets, beginning of year | \$ 1,355,396 |
| Change in net assets | \$ 23,498 |
| Net Assets, end of year | \$ 1,378,894 |

Donors

Gifts to Invest In Kids of \$1,000 or more (September 1, 2009 - August 31, 2010)

Individuals

Sara Baack
Nancy & Joel Barnett
Tina & Brice Blackburn
Monica & Marc Bradac
Sally & Ben Crane
Elizabeth Crane
Jerome Davis
Terri & Kevin Davis
James Dyde
John Faight
Jennifer Adler Fischer
& Michael Fischer
John Fuller
Marsha Giordano
Catherine & Andrew Goodwillie
Karen & Steve Gottesfeld
Cecily Grant
Miriam Grynberg
Ruis Heise
Laura & Bob Hill
Sarah & Eric Hilty
Janet & Gary Jacobs
Linda & Greg Kanan
Sara & Scott Kelly
Suzy & Jim Kennedy
Ginny & Bernard Kinnick
Beth Korein
Jon Kruljac
Catherine Lemon
Jonell & Scott Loeppert
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Patricia MacMillan
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Amy & Lee Middlekauf
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Paul Miller
Lois & Jon Mills
Jocelyn & Michael Murphy
Chris & Steve Murray
Mary & James Nelson

Karen Newman
David Olds & Joannie Pinhas
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Adele Phelan
Dean Prina
Diane & Wiley Reed
Margaret & Roger Reisher
Bill Rosser & Karen Westrell
Julie & Ron Sachs
Ann & James Scarboro
Myrna & David Schnur
Arthur Seiden
Barbara & David Sheldon
Kimberly Somers
Bob Stanley
Sue & Daniel Sweeney
Alan Tedeschi
Julia & Chris Toll
Carol Vickery
Kris & Paul Viguerie
John Walsh & Lisa Christian
Walker Williams
Mike Yankovich
Debbie & David Younggren
Sarah Younggren & Jack Weixel
Lisa Zook

Foundations

9News/The Gannett Foundation
Anschutz Family Foundation
Anthem Blue Cross and Blue Shield
Foundation
Campbell Foundation
Cars For Charity
Colorado Access Foundation, Inc.
El Pomar Foundation
EnCana Cares Foundation
Fidelity Charitable Gift Fund
Fox Family Foundation
Hope For Generations Fund
Jared Polis Foundation
Kaiser Permanente Community
Health Fund

Mile High United Way
Rose Community Foundation
Rose Medical Center
Temple Hoyne Buell Foundation
The Anschutz Foundation
The Colorado Trust
The Denver Foundation
The HBB Foundation
The Philanthropic Collaborative
The Piton Foundation
The Timothy & Bernadette Marquez
Foundation
Virginia W. Hill Foundation
P.M. Wege Foundation

Corporations

BENTEK Energy
Brownstein Hyatt Farber Schreck, LLP
CLFS Equities, LLP
Cook Street Consulting
Crandell, Kevin & Margaret Conable
Faegre & Benson Foundation
FirstBank Holding Company
Flaik
Fuller Sotheby's International Realty
Holland & Hart, LLP
K2 Funds LLC
MBH Enterprises
Mission Critical Systems, Inc
Occasions by Sandy
Powder Addiction
Rothgerber, Johnson & Lyons
Senn Visciano Canges Rosenstein P.C.
Steele Street Bank & Trust
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UMB Bank
Wells Fargo Bank

Other

American Humane Society
Nurse-Family Partnership
Prevention Research Center

Invest in Kids Board of Directors, Finance Committee and Staff

INVEST IN KIDS STAFF

Lisa Merlino
Executive Director

Sara Anderson
Administrative Business Assistant

Suzy Hannen, MA, Ed.
Program Consultant
The Incredible Years
Good Behavior Game

Kristy Johnson, MA, Ed.
Training and Special Projects
The Incredible Years

Lara Knuettel, MBA
Development Director

Stephanie Madrid
Program Coordinator
Nurse-Family Partnership®

Vangi McCoy, MA, Ed.
Program Consultant
The Incredible Years

Catherine Millard
Program Consultant
The Incredible Years

Cathy Morrissey, MA, Ed.
Program Director
Parent Program
The Incredible Years

Lisa Mulligan, MSW
Program Consultant
The Incredible Years

Michelle Neal, RN, MS
Program Director
Nurse-Family Partnership®

Carolyn Rubenstein, MSW, LCSW
Program Consultant
The Incredible Years

Julie Steffen, MA, ECSE
Program Director
Child/Teacher Program
The Incredible Years

Dori Suess, CPA, MBA
Accounting Director

Jodi Vongsakoun
*Community Development
and Program Manager*
The Incredible Years

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Catherine Goodwillie

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Eric Hilty
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AIMCO

Cathy Lemon
Denver District Court

Adele Phelan

James Scarboro
Arnold & Porter LLP

Sean Waters
Board Treasurer
Cook Street Consulting

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Marc Bradac
Finance Committee Chair
Hanson & Co CPAs

Amanda Fein
Centennial Banking

Matt Ferlic
Slipstream Properties

Michaella Gallina
St. Charles Capital

Katie Magner

Sean Waters
Cook Street Consulting

Brian Zook
Liberty Global, Inc.

Design: Liz Savino

Photography: The Incredible Years – Dave Russell

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