



2021 ANNUAL REPORT

Hi Friends!

Welcome to our annual reflections from life at the Mile High WorkShop. It's overly cliché, but 2021 was another year of challenges for so many in our community. The world continues to be more than a little sideways, but we continue to believe there is goodness and light in the midst of the struggle.

Overall, our production activities and number of people served stayed lower than we would have liked for the year. But, in spite of many barriers, the quality and depth of our work has only grown.

We completed a standardization project affectionately called the Mile High Way and have truly never felt better about our ability to be helpful in our community. We have an amazing new home to work out of and a phenomenal team.

With restricted opportunities to go wider these days, we're choosing to go way deeper in the fulfillment of our mission. On the pages of this report you'll learn some of the ways we're investing in more long term and impactful strategies than ever before.

As always, we're grateful for your support,



Andy Magel
Founder & Executive Director



**WE BELIEVE IN THE
POWER OF COMMUNITY,
OPPORTUNITY AND LOVE.**

WORKSHOP 2021 TOP TEN (IN NO PARTICULAR ORDER)

1. We moved! This was one of the biggest changes for the WorkShop in 2021. We love our new space and all the potential it holds.

2. We became a Take Two employer. In 2021, the WorkShop welcomed six participants through this Colorado Department of Corrections program that gives individuals the opportunity to work, learn new skills, save money, and form community prior to release.

3. Our team of program-alumni-turned-production-assistants tripled in size. Each one is such an asset to our staff, moving our production toward greater excellence and providing leadership and encouragement to others.

4. We bought a forklift! This has made life in the warehouse a lot more efficient.

5. Specialty Products Company came on as a fantastic new business partner.

6. We sold 120 social impact gift boxes over the holidays. We loved getting to partner with like-minded social enterprises making a difference all over the country!

7. We acquired Infinite Moon, the maker of the Everpillow. We've been making and shipping out these pillows for years, and these guys have been incredible business partners. It's a fantastic opportunity and a new frontier for the WorkShop. If you haven't already, may we suggest you try one for yourself? We think you'll love it!

8. We made over 3,500 banner products, which is about 24,000 square feet of banner kept out of landfills!

9. We were able to participate in **collaborative events addressing barriers to employment** in our community. It's always a privilege to be able to share what we've learned over the years and be a part of larger community discussions around tackling these problems!

10. Through it all, we provided **10,303 hours of paid job training!**



GOING DEEPER WITH PEOPLE

WorkShop Grad Program

Since inception, a core reality of the WorkShop has been the transitional nature of the training program. The timeline has floated a bit over the years, but the goal has always been a new job somewhere else.

In 2021 we made the decision to expand our capacity to serve more people over a longer time horizon and formalized the Production Assistant role. We now have capacity for 7-8 PA's in addition to our transitional training positions and the early results of ongoing impact are encouraging!

Telling a More Complete Story

Capturing the whole impact of any nonprofit is really difficult. In a desire to expand the comprehensiveness of our communication, we're bringing an internal document to the forefront. We'll soon be sharing info using our "Mountains to Self Sufficiency" data. Here's a sneak peak:

Mile High WorkShop's Mountains to Self Sufficiency

Housing	Health & Behavioral Health	Education & Training	Financial Health
<p>The Subsidy Training credit has more than 100 households take home pay</p> <p>The Subsidy Training credit received more than \$2 million in take home pay</p> <p>Partial subsidy: paying \$200 or more towards rent</p> <p>Full subsidy: guaranteed housing: paying \$200 or less towards rent</p> <p>A. Transitional: housed with family or friends in a transitional/ transitional housing</p> <p>B. Rental/ emergency housing</p>	<p>Only engaged in work without mental health</p> <p>Health behavioral health issues leading to no contact</p> <p>Behavioral diagnosis to work school or family due to health/behavioral health issues</p> <p>Intermittent absences to work, school, and/or family due to health/behavioral health issues</p> <p>Regular and recurring absences to work, school, and/or family due to health/behavioral health issues</p> <p>Continued engagement in work, school, and/or family due to significant health/behavioral health issues</p>	<p>Completed baseline degree or higher</p> <p>On track for bachelor degree</p> <p>Completed associate, technical education program: certification</p> <p>Some college, attending vocational school, but program/certificate program</p> <p>A. High school diploma or GED</p> <p>B. No high school diploma or GED obtained</p>	<p>Savings of three months expenses or more (current or past) and no outstanding debt (not including mortgage or student loans)</p> <p>Savings of more than two months expenses but less than three months' expenses</p> <p>Current in payments and plans and paying more than minimum payments</p> <p>Savings of at least one month and up to two months' expenses</p> <p>No all owed payment plans in place and meeting minimum payments</p> <p>On track in terms of ability to pay, behind in clearing</p> <p>Savings of less than one month's expenses</p> <p>A. No Savings</p> <p>B. Savings or repayment on all or most loans and accounts</p>

Less binary and more movement-focused, get ready for a better understanding of our work!

Healthy Meals



A new partnership with **Peak Refreshments** ensures that we always have healthy, donated (and delicious) meals available in the break room!

Housing Pilot

Finding an affordable place to live in Denver can be difficult. Locating a place with a criminal background can be nearly impossible.

The WorkShop had the opportunity to rent a home in 2021 and sublease it to a program grad who had been on the hunt for over a year.

Will we do more housing in the future? We don't know, but it's a huge need and an area we're interested in learning more about!

Benevolence Fund

The WorkShop provided **\$10,000** in additional assistance to program participants for expenses like rent, transportation, food & other essentials!

Take TWO (Transitional Work Opportunity)

We employed **6 women** while they were incarcerated at Denver Women's Prison and post-parole. This pilot program will continue in 2022 & we're hopeful it will lay the groundwork for more opportunities to take our mission upstream.

GOING DEEPER WITH PRODUCTION



Expanding Partnerships

The WorkShop has worked with hundreds of production partners over the years. Over time we've learned what makes for a good customer and have been fortunate to go deeper with a small group of perfect partners. A huge thank you to our consistent, and growing, customers:



Not Just Contract Work

On January 1, 2022 we officially took over ownership of Everpillow, a longtime customer of the WorkShop. This opportunity gives us the chance to grow our financial health and expand the number and types of jobs we're able to offer. We're grateful and hopeful for the impact of this new endeavor! Check it out for yourself at everpillow.com.

2021 Production Outcomes

\$469,953 training wages paid

2,283 pillows sewn, stuffed and shipped

323,760 KONG dog toys packaged

1 TON banner material saved from landfills

GOING DEEPER WITH REPURPOSING



Banner and other marketing material repurposing dropped to virtually zero at the peak of the COVID pandemic... But in 2021, we saw signs of life and had the opportunity to begin upcycling materials again. **Our team cut and sewed more than 5 basketball courts worth of material in 2021 and we expect to do way more in 2022!**

It's not just marketing materials that can be repurposed! Our sew shop was thrilled to partner with The North Face to keep excess fabric out of the landfill by creating a line of products exclusively manufactured at the WorkShop. Keep an eye out for these unique items at your favorite outdoors store!



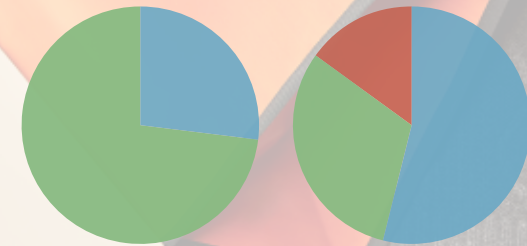
2021 Program Data

Program Participants: **41**
Program Exits: **35**

Program Tenure
Less than 90 days: **22**
More than 90 days: **13**

Program Exits

■ Job ■ Mental Health/ Addiction ■ Other



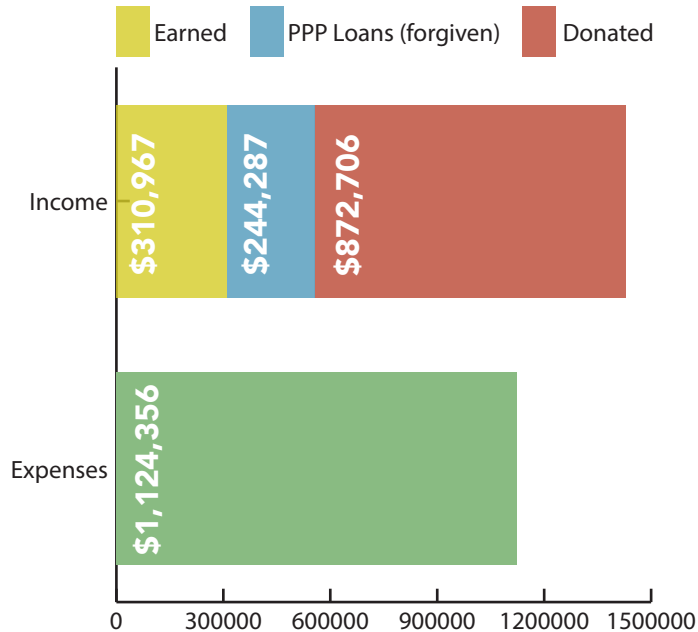
Less than 90 Days More than 90 Days:

2021 Recidivism Rate: **2%**

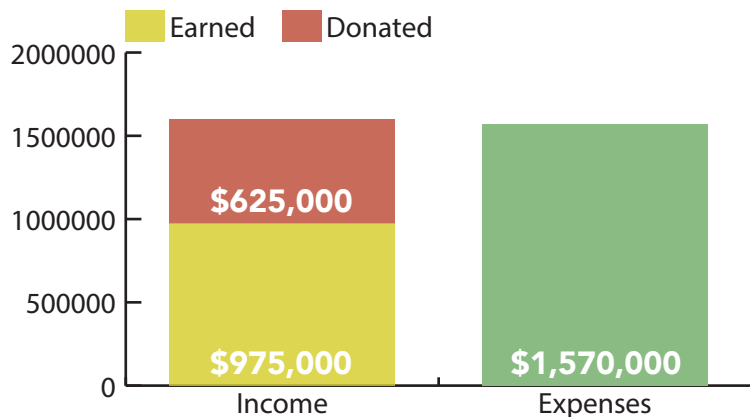
Program cost per person
\$16,260 per person
\$43,777 per graduate

FINANCIAL REVIEW

2021 FINANCIALS



2022 BUDGET



Thank You to Our Foundation & Business Donors:



The Colorado Health Foundation™



DANIELS FUND



Huge thank you to every person who donated once or monthly, big or small: we can't do our work without you! And thanks to those who want to be anonymous, we appreciate you too!

LOOKING TO THE FUTURE

The Mile High WorkShop enters it's 9th year of operations in 2022 and we've never done better work or had a clearer vision for impact. Thanks for joining us!

2022 Growth Priorities

- **Transitional + Long Term Programming**
 - Focused on holistic impact:
 - # of program participants served + program grads employed & supported
 - Continue building out robust Production Assistant supports
- **Revenue Growth & Health**
 - 70/30 earned income/donations split
 - Stabilize and grow Everpillow operations
- **Mixed Production**
 - Third party contract work + WorkShop owned operations = more and different training opportunities

Thank you for your support as we continue to employ, train and empower our community. Stay up to date and learn more by visiting us online or in person:

milehighworkshop.org

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