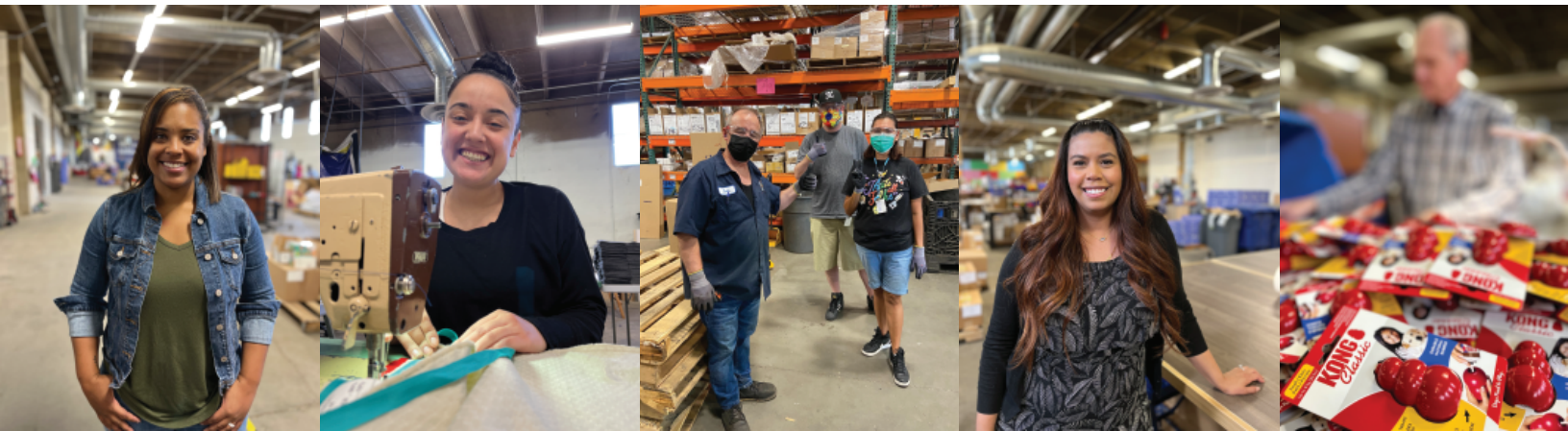




MILE HIGH WORKSHOP 2022 ANNUAL REPORT



Hello Friends of the WorkShop!

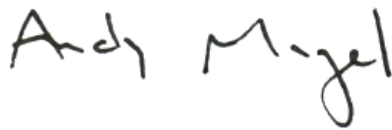
In 2014, I received the opportunity to launch what has turned into an amazing team of people doing incredible work in the city of Denver. Our mission to serve folks with barriers to employment in a loving way has never changed, though our model has (many times!).

Fast-forward nine years and I'm writing my final annual report. I always felt like I found the golden ticket when the opportunity to build the WorkShop came into my life. I'm grateful for every minute and every relationship that has been a part of the process.

This collection of reflections from 2022 highlights a maturing organization doing work that is sometimes messy and hard, but always meaningful and done with excellence. It also marks the end of my time at the organization as I transition away.

The future of the WorkShop is bright and our city needs the support now, as much as ever. I'm honored to have served as the founding Executive Director and look forward to cheering the ongoing work from the sidelines.

Thank you for your partnership. Your investment and support makes our work possible!



Andy Magel
Executive Director



OUR MISSION is to create employment opportunities and provide job training for members of our community seeking to rebuild from addictions, homelessness, and incarceration.

OUR VALUES are structured around the idea of **GRACE**, which is a concept that we believe carries the dignifying and redemptive qualities we seek to exude in our work.

Growing Everyday: We are diligent in becoming the best version of ourselves.

Responsible to Each Other: We succeed as a team and continually strive to build trust.

Acting with Integrity: We are honest and reliable in our interactions.

Community of Peace: We cultivate a love-filled space with compassion and respect for all.

Excellence in Our Work: Whether with people or products, we seek quality outcomes.

OUR IMPACT

Measuring a change in life trajectory, restored hope and newly developed skills can be a little elusive, but here's our best shot at articulating the numbers behind the mission.

Program Participants: **47** (a new single year high!)
 Production Assistants: **9** (graduates employed at WorkShop longterm)

With a combined **29,950** hours of paid job training!

Out of **33** 2022 Program Exits:
19 graduated to new jobs or ongoing training
9 paused program to focus on recovery/ health
4 terminated from program
1 incarcerated (no new charges)



A More Holistic Approach: Mountains to Self Sufficiency

This tool measures 9 pillars of health: **housing, health and behavioral health, education & training, dependents, social networks, reentry, addiction recovery and transportation.** It has been an important way we support goal setting at the WorkShop. Now, we're using it to better understand our impact!

Regardless of program outcome, in 2022 the average person achieved growth of **4 points** during their time at the **WorkShop!**

Housing	Health & Behavioral Health	Education & Training
No Subsidy, housing costs less than 1/3 household take-home pay	Fully engaged in work, school, and/or family health/behaviors/ health issues serving as no obstacle	Completed bachelors degree or higher
No Subsidy, housing costs exceeded more than 1/3 household take-home pay	Minimal disruption to work, school and/or family due to health/behavioral health issues	On track for bachelors degree
Partial subsidy: Paying \$200 or more towards rent	Intermittent disruptions to work, school, and/or family due to health/behavioral health issues	Completing Associates, vocational education program/ certification
Full subsidy, permanent housing: Paying \$200 or less towards rent	Regular and recurring disruptions to work, school, and/or family due to health/behavioral health issues	Some college, attending vocational education program/ certificate program
A. Homeless/co-housed with family or friends B. Homeless/ Transitional housing Homeless/ emergency housing	Limited engagement in work, school, and/or family due to significant health/behavioral health issues	A. High school diploma or GED B. No high school diploma or GED obtained

More Than Just Numbers: Michael's Story

"I was looking for a job, concerned because I have a record and was in recovery. I saw a flier for Mile High WorkShop at AllHealth Network, and the flier said they were hiring and dedicated to people in recovery. I thought, "wow."

I really needed to focus on my work ethic and get the hang of having a job with regular hours. I needed help with my resume and with interviewing. At the WorkShop, I was able to look for the next job while on the clock - that extra push really helped! So did the mock interviews and the Advocates for Recovery group. **One thing that changed for me at the WorkShop was my confidence.** They accepted me, believed in me, and said that the past was the past.

I now have a full-time job at Seating Dynamics, a Colorado company that designs and manufactures wheelchair components. I pride myself on getting to work five minutes early, on trying to work as efficiently as possible and improve with each job I do. I haven't relapsed since I left the WorkShop. When I've encountered challenges, like the difficulty of transitioning from Medicaid to employment-based insurance, **I've been able to navigate them with the confidence instilled in me at the WorkShop."**

Michael has also become an advocate and a hiring partner for other WorkShop employees who are interested in working with him at his new company!

NEW IN 2022



EVERPILLOW ACQUISITION

On January 1, 2022 the WorkShop took ownership of longtime production partner, Everpillow. The opportunity presents a new pathway for more jobs, new skills to teach and increased financial health. Some of the first-year highlights include:

- More than **1,100** pillows sewn, stuffed, packaged and shipped
- Expanded training related to **inventory, shipping & receiving** and back-end **website operations**
- Operations allowed for new production partnership with **Sheets & Giggles**



2-DAY REENTRY CLASS

In partnership with Community Outreach Service Center and Esquared, we launched a monthly two-day cohort for individuals with barriers to employment.

We're really excited about this opportunity to expand our capacity and serve more people, since we can't hire everyone here at the WorkShop.

The cohort includes classroom learning components, forklift certification, production work experience, a free computer, small stipend and a job interview. And in 2023, we're increasing it to twice a month!

In 2022 we were able to serve:

- **26** men and women completed the program
- **Over 50%** of those folks found work soon after
- Average wage of participants was over **\$21.00/hr**



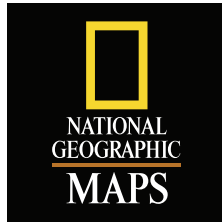
ARISE BAKING CO.

Molly Lange, who joined our Program team in February 2022, started a new social enterprise with the aim of selling high quality baked goods and building a supportive, transitional employment experience for youth and young adults. Arise is under the WorkShop's financial umbrella right now, and we're so excited about the delicious treats AND the impact they're going to have!



WHO WE WORK WITH

Our business partners. Putting the "Work" in WorkShop:

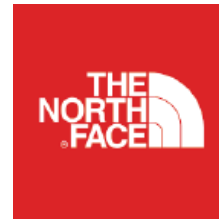


**Specialty
Products
Company**



**Sheets &
Giggles**

BRUTE  FORCE



Tattered Cover
Book Store



BIRD

VISIT DENVER



**CAL STATE
EAST BAY**



The WorkShop partnered with Banded 4 Good, A Small Print Shop, and a local artist to produce t-shirts! The shirts were sold at concerts all summer to raise money for Ending Mass Incarceration. Big thanks to Dispatch, OAR & G Love for the opportunity!



We are proud to have been awarded the USA Certified Social Enterprise badge; the only accreditation to independently assess social enterprises against sector agreed criteria to provide a guarantee of a commitment to creating positive social change.

We have been externally assessed against sector-agreed criteria and have proved our commitment to using profits and income to create benefits for society and the environment.

BEHIND THE SCENES

What it costs to operate the WorkShop:

WorkShop Donations	\$1,167,316
WorkShop Production Income	\$443,561
Everpillow Sales	\$119,889
Total Income	\$1,730,766
WorkShop Cost of Goods	\$950,335
Everpillow Cost of Goods	\$80,577
Total Cost of Goods	\$1,030,912
Gross Profit	\$699,854
WorkShop Expenses	\$618,502
Everpillow Expenses	\$62,120
Total Expenses	\$680,622
Net Income	\$19,232

Financial Highlights

•Program-related paychecks paid:
\$794,974

•Donations needed per program participant:
\$24,836

•Total cost savings to the community as an alternative to prison:
\$1,451,336

We're grateful for the community foundations that support our work!



KENNETH KING
FOUNDATION



Schlessman Family
Foundation



THE ANSCHUTZ
FOUNDATION



The Colorado Health Foundation™

ROSE COMMUNITY
FOUNDATION



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DANIELS FUND®

ANSCHUTZ
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