Shiloh House

Community - it’s what we are, it’s where we are.

ANNUAL REPORT
FISCAL YEAR 2019
Dear Friends and Supporters,

As the year 2019 closes for Shiloh House, we continue to be tremendously grateful to our community members and supporters for standing with us through another year. It was a big year for our agency and we were able to serve more families and youth than ever before. Shiloh House continues to remain committed to serving families and children in their own communities across Colorado. We continue to push the horizons in order to be creative in the way we serve the community. One of the biggest changes for our agency this past year was the merger with the organization Families First. The nonprofit organization has been around for many decades serving young children and families to prevent out of home placement. We felt privileged to be the chosen organization to acquire this well respected agency and carry on its’ legacy.

With the acquisition, the Families First programs have continued on and have added an array of services that we are able to provide to the community. We have had the opportunity to begin providing parenting support through offering programs such as Parents as Teachers, Let’s Connect classes, Circle of Parents groups, parenting classes and a statewide support line. These new programs enable our organization to truly wrap supportive services around families in order to provide them the right kind of support at the right time.

Another huge change for our organization this past year is Shiloh’s co-founder and Deputy Chief Executive Officer, Vicki Ramirez, retired in March 2019. Vicki continues to consult with Shiloh’s leadership team while she enjoys a much deserved retirement. Vicki was instrumental in the creation of Shiloh House and many of our programs, all while keeping a close eye on the financial well-being of the agency. Shiloh House remains fortunate to be able to have her continued wisdom.

Our organization remains in a position to adapt to the ever changing tides that come with legislative changes, new research and different opportunities across the state. We are excited about the new programs that Shiloh House now provides to families and we anticipate even more changes in the upcoming year. Thank you to all of our staff, volunteers and donors for your continued support of the work that we do. We are excited to move into the next decade continuing to live out Shiloh House’s mission by serving our community.

“I gained a loving healthy relationship with my mom that I thought could never be gained. I learned self control.”
- Former Shiloh House Client

“But things changed. I started opening up. I started being more social and things got better. I learned the staff here will always support you, forgive you, and care for you. I gained a family with my peers and clients which I never thought was possible and this place became home for me.”
- Former Shiloh House Client
**MISSION STATEMENT**

Shiloh House offers nurturing, therapeutic and educational services to empower youth and families to overcome the impact of abuse, neglect and trauma. Through guidance, clinical intervention and advocacy, Shiloh House meets the needs of the community while respecting the diversity of youth and families.

"Our communication has improved so much, she (child) feels like she can open up more about daily things going on in her life."

- Parent discussing how Parenting with Confidence Class affected her and her daughters relationship

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**Shiloh House 2019 Leadership**

**Executive Team**

- Steven Ramirez, Co-Founder/Chief Executive Officer
- Vicki Ramirez, Co-Founder/Deputy Chief Executive Officer
- Andy Tucker, Chief Financial Officer
- Molly Ramirez, Deputy Chief Executive Officer
- Austin Topolnicki, Chief Operating Officer
- Beth Miller, Chief Program Officer
- Anna Miller, Chief Administrative Officer
- Kevin Tracy, Chief Officer of Residential & Educational Services

**Management Team**

- Lindsay Ghirardelli, Human Resources Director
- Dan Venman, Clinical Director of OS Services
- Melissa Larcom, Clinical Director
- Jennifer Richardson, Clinical Manager
- Jessica Taylor, Director of Education
- Patty Boone, North Residential Manager
- Lawrence Green, Director of Special Education
- MacKenzie Bihl, Development Director
- Sheryl Noe, Licensing/Quality Assurance and Accreditation Manager
- Lauren Martinez, Director of Community Outreach
- Isaac Greene, IT Manager
- Jake Nguyen, IT Director
- Adam Robe, Director of Foster Care
RECOGNITION OF GOVERNING BOARD

In addition to their diligent years of service on the board, members have made considerable donations and displayed commitment and dedication towards Shiloh House and the advancement of our mission. Thank you, Governing Board!

EXECUTIVE BOARD

Steven Ramirez: President / Co-Founder
35 years of service
Vicki Ramirez: Treasurer / Co-Founder
35 years of service
Greg Sampier: Board Chair / Sampier Insurance & Deputy Arapahoe County Sheriff
35 years of service
Dale Burkhart: Metro Building Products
15 years of service
Dr. Carla Garrity: Psychologist
35 years of service
Ann Petrila M.S.W., LCSW: University of Denver
35 years of service

DR. CARLA GARRITY

In 2019, we lost our long-time friend and board member to cancer. Carla, a well-known and respected psychologist and Professor at The University of Denver, was treating many of the boys when Steven and Vicki took over the Portland location in 1979. One of her biggest passions became partnering with another individual to author multiple books on Bullying, which lead to her being interviewed on several talk shows. Her enthusiasm and dedication to improving the lives of children was inspirational, and she is missed by those of us who worked with her and loved her dearly.

ADVISORY BOARD

Frank DeAngelis: Retired Columbine High School Principal, 10 years of service
Drew Kallestad: Agility Health Data Analytics, 13 years of service
Tom Tonelli: Columbine High School, 10 years of service
Chris Weatherman: Allstate Insurance, 10 years of service
Ken Horn: Business Owner, 5 year of service
Dawn Kaufman: Retired First Bank Vice President, 16 years of service
Jason Brown: Area Director and Franchisee, Jersey Mike’s, 6 years of service
George Ackerman: Retired Arapahoe County Police Officer, 5 years of service
Kellen Dick: First Bank Vice President, 2 year of service
Crystal Baynes: Senior Administrator at Target, 2 year of service
Dave Danielson: Max Building Supplies, 2 year of service
Martha Jentz: Retired Family Therapist, 1 year of service
Sharon Bair: Retired Insurance Agent, 1 year of service
1311 Youth Impacted

511 Students
SHILOH ACADEMY

164 Young Adults
BEYOND THE WALLS

Served 166 individuals
COMMUNITY OUTREACH

403 Successful Discharges

272 parents completed
PARENTING CLASSES

PARENTS AS TEACHERS completed 573 home visits with 58 families

"Community - it's what we are, it's where we are."
# PROGRAMS AND SERVICES

**RESIDENTIAL TREATMENT** - Shiloh is a State of Colorado certified Residential Child Care Facility (RCCF) offering specialized care for youth between the ages of 5 to 17 experiencing severe behavioral, mental health, family or trauma crisis. Placed in home-like settings, youth receive intensive therapeutic intervention to address the behaviors and issues that affect their daily lives.

**RESPITE AND SHELTER CARE** - Shiloh offers a safe and nurturing environment for children and youth requiring emergency care and supervision. Shelters are specifically designed to provide immediate care for 3-17 year old boys and girls coming from a crisis situation, homelessness, criminal activity, or abusive or neglectful homes. This program seeks more permanent, appropriate, and safe placements within two weeks.

**EDUCATION AND DAY TREATMENT** - Shiloh operates five Colorado Department of Education licensed schools serving our residential programs and youth involved in our Day Treatment programs. Shiloh schools provide an alternative setting to public schools or expulsion. Because these supportive and treatment oriented classrooms provide a new opportunity for children to achieve academic success, Shiloh has a direct and positive impact on drop-out rates in Colorado. The Day Treatment Program serves youth ages 5-17 facing challenges in the public school system, the legal system, or who are transitioning to a less restrictive environment from a more intense residential one. Day treatment settings offer a therapeutic milieu that supports youth in learning the social and behavioral skills necessary for success at home, in school, and in the community.

**EDUCATIONAL OUTREACH SERVICES (EOS)** - Specially trained coaches and tutors support youth and their families in achieving academic success through education credit recovery, tutoring groups, truancy prevention and academic achievement. Because these interactions lead to more positive outcomes, youth are able to remain in the public school setting, thereby further assisting drop-out prevention efforts in Colorado.

**AUTISM SPECTRUM DISORDER CLASSROOM (ASD)** - Our Autism Spectrum Disorder classrooms are equipped with professionally trained staff, specialized educational programming, and a unique learning environment catered to the specific needs of students identified with ASD.

**COMMUNITY OUTREACH SERVICES (COS)** - COS offers positive life skills, behavior skills coaches and family engagement specialists who regularly meet with families to assist them in developing effective problem resolution skills, healthy interfamily relationships and overall functioning. The intent being that by working with families before they enter the system, we can assist in creating self sufficient, positive members of the community without removing children from the home environment and placing them in higher levels of therapeutic and residential care. The Community Outreach Services program also provides staff to oversee supervised family visits for those requiring them.

**BEYOND THE WALLS** - A seamless tapestry of support for young people transitioning from substitute care on their journey to becoming successful, productive members of their local community. This program links young adults ages 16 - 26 with nurturing adults and educational supports to assist them in reaching career readiness. Participants are engaged in community, school and/or extracurricular activities in addition to being coached to achieve financial self-sufficiency and reach their personal goals.

**OUTPATIENT THERAPY** - Outpatient therapy is available to program graduates, day treatment clients, children in foster care and families requiring extra support, including youth and families not formerly associated with Shiloh.

**FAMILY RESOURCE PAVILLION** - The Family Resource Pavilion is a community partnership that promotes the well-being of young people and their families through coordinated access to a comprehensive network of support services. At the Family Resource Pavilion, young people and their families are empowered to create solutions and reach their personal goals for a brighter future.
In 2019, Shiloh acquired Families First, which has worked for more than 30 years to prevent the abuse and neglect of children through parent education and other supports. With this expansion, Shiloh has further augmented its’ ability to serve the very youngest of clients, to offer a full continuum of care encompassing prevention to crisis intervention for children and youth from birth to 26 years old. New services offered now include:

**PARENTS AS TEACHERS** - an evidenced-based home visitation program for families with children from prenatal through Kindergarten age. PAT’s trained parent educators, also known as home visitors; make monthly home visits, offering child development information, parenting strategies, annual developmental screenings, activities to promote school readiness and connections to community resources.

**LET’S CONNECT®** - a proven program to strengthen relationships between parents or caregivers and their children. In a 10-week group, families are taught the skills to listen, understand, and “connect” with each other on a deeper, more meaningful level. Let’s Connect is an opportunity for families to build and strengthen the bonds between them, resulting in healthier and more productive family relationships. Let’s Connect is an innovative prevention and intervention program that develops social emotional competence in adults and children; supportive relationships; and supportive emotional climates that foster security, belonging, and connection. The Let’s Connect approach is trauma-informed and resilience-informed and is grounded in decades of research.

**CIRCLES OF PARENTS®** - a free weekly support group conducted by parents and facilitated by a professional. The focus is building on existing strengths by sharing and learning through fellowship. Offered in English and Spanish, Circle of Parents® is a nation-based program. A Children’s Circle group may run concurrently with Circle of Parents groups. Children’s Circles help children learn social and emotional skills, enhance self-esteem and teaches self-regulation behaviors.

**PARENT EDUCATION CLASSES** - affordable classes are available to anyone parenting a child. Classes are offered in both English and Spanish throughout the Denver metro area and teach communication skills, child development, behavior modification, parenting style, discipline and setting limits with appropriate consequences. Classes meet the requirement for parents who are court ordered and financial assistance is available. Participants are encouraged to bring a parenting partner with them at no additional cost. A Children’s Circle group may be offered at some locations to remove barriers for caregivers to attend.

**FAMILY SUPPORT LINE** - Parents can find support, parenting information and referrals to community services by calling the free Family Support Line. It is available in both English and Spanish.

“Community - it's what we are, it's where we are.”
SPECIAL DONORS OF 2019

Ackerman, George
Adams County Foundation Inc.
Allman, Chris
Allstate Foundation
American Heritage Restoration
Andersen, Michael W
Anderson, Phylis
Andrews, Nicholas
Anschutz Family Foundation
Authentic Life Church
Bair, Sharon
Baynes, Crystal
Beckley, Curtis E
Benefit Community Impact Fund
Beutz, Michael C
Bihl, MacKenzie
Black Roofing Inc.
Blatnak, Paul
Bodor, Kyle
BOK Financial
Breelingm, Deb
Brown, Jason
Buck, Jon
Buck, Lea
Burford, Damian
Burkhart, Dale
Burt, Scott
Buster, Mindy
Canvas Credit Union
Carlson, Martha
Cemco
Chalk, Hilary
Chao, Yuan
Charles Schwab Foundation
Christine Campbell
Clausen, Kippi
Coad, Mike
Cole, Lisa
Colorado Department of Human Services
Colorado Health Foundation
Columbine West Civic Association
Community First Foundation
Community Foundation of New Jersey
Community Shares of Colorado
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Counterman Insurance Inc.
Covey, Herb
Crawford, Ray
Croshal, Frank
Croshal, Matt
CSG Systems, Inc.
Curtis, Robyn
Damon, Patty
Damon-Speight, Rose
Davis Partnership Architects
Denver Foundation
Dick, Kellen
DiGioioso, Mark
DiNardo, Virginia and Thomas
Disrupt HR
Dodrill Insurance
Dodrill, Garrett
Donovan, Larry
Dossey, Michelle
Douglas, Larry
DTC Optimist Club
Du Mond, Tina
Duffy, Jill
Duncan Entertainment Inc.
Dunlop, Kelly
Dwight, Jon
Eccher, Lisa
Engel, Don E
Erickson, Amy
Families First, Inc.
Families & Youth Services Bureau
Fennelly, Tiffany
Fidelity Charitable
Fin Cutter, Robert
First Bank
Fitzgerald, Jon
Fivehouse, Neal
Fortis Structural LLC
Foster, Susan
Frado, Edward
Frederick, Matt
Gap Foundation
Garrity, Carla
Gasparetti, Sarah
Gateway Services Group, LLC
GE Foundation
Glissmann, Gregory
Godwin, Gabriel
Green, William
Greene, Isaac
Hall, Nicole
Halverson, Kelly
Ham, Jerry
Hanlin, Joe and Karen
Hanlon, Ben
Harder, Chris
Hartley, Samala
Hattel, Michael
Hill, Todd
Hinman, Knight
Hohensee, Eugene and Jody
Hope, Mike
Horn, Dee
Horn, Kenneth
Housekept LLC
Howard, Jane
Howarth, Susan
HUB International Inc.
Hung, Hiroko
Integro
Interstate Restoration and Construction
Iron Woman Construction & Environmental Services LLC
Jacobs, Edward C
Jentz, Martha and Scott
Jersey Mike's
Johnson, Merlin
Johnson, Tyler
Jonas, Sheryl
Kaiser Permanente
Kallestad, Drew
Karlstrum, Aaron
Kasch, Phillip
Kaufman, Dawn M
Keen, Adam
Kelly, Thomas
Keval, Leah
Klimek, Kimberly
Knoblock, Tyler
Knott, Cherryl
Krotchko, Pam
Lane, Jeanne
Leland, Karen
Lent, Jason
Levine, Karen
Levisay, Joe
Lewis, David
Lile, Alyssa
Lolley, Tom
Lombardi, Mark
Long, William
Louden Family Foundation
Loveridge, James
Maddox, Carolyn
Martin, George
Martinez, Elizabeth
Martino, Russel
Max Building Supply
McGrath, Linda
McGuire, Cheri
McKelvey, Sam
McMaster, Harrison
McShane, Kathy
Medina, Dominic
Melendrez, Barbara J
Mendelsohn, Zach
Michelson, Cheri
Miles, Steve
Miller, Anna
SPECIAL DONORS OF 2019

1550 volunteers helped throughout our Shiloh sites.
A total of 7438 hours, translating into a value of $109,335!

Volunteers painted, cleaned, wrapped gifts, assembled furniture, mentored, made quilts, hosted parties, cut hair, taught classes, read books, played games, and so, so much more.

We are so thankful to our volunteers. You are such a blessing to Shiloh and most importantly, to the children we serve. You are super heroes!

THANK YOU!

Miller, Benjamin
Miller, Beth
Miller, Emily
Miller, Ginger
Morroni, Robert
MT Tech Chi Alpha Ministries
National Christian Foundation
Nature Conservancy
Nemmers, Mark
Network For Good
Newcomb, Sally and Gary
Nguyen, Jake
Niles, Greg
One Benefits Place
One Llc
One Simple Wish
Orr, Jordan
Osborn, Louise
Osborne, Lyn
Oss, John
Pacific Office Automation
Parker, Gary
Parker, Westly
Pavelka, Dianne
Paypal Charitable Giving Fund
PCL Construction Services, Inc.
Perkins, Sue
Petriila, Ann
Poundstone, Jeffrey
Priest, Larry
Principal Financial Group
Qdoba Mexican Grill
Rainold III, Emile and Yolanda
Rains, Sherrie
Ramirez, Molly
Ramirez, Steven and Vicki
Redlinger, Jill
Reece, Gary and Barbara
Reel Factory
Reese, Kevin
Reimers, Delaney
Remy, Christine
Reschak, Annie
Rhodes, Jeri
Rice, Bette
Rice, Chris
Rice, Drew
Rice, Matt
Richards, Ruby
Robe, Adam
Roberts, David
Ross, Harrison
Roth, Kevin
Rush, Randy
Rutberg, Neil
Saint Frances Cabrini Catholic Church
Sampier, Greg
Scheel, Kristen M
Schulte, Susan
Schwab Charitable
Scull, Mark
Segall, Maxwell
Sheridan, Arianna
Shimonek, Rick
Sipping N Painting Colorado, LLC
Skolnick, Marty
Smith, Brad
Smith, Eva
Smith, Kathleen
Spiess, Lexi
St Mark Catholic Church
St. Andrew Presbyterian Church of Boulder
St. Philip Lutheran Church
State of Colorado - Grants
Stein, Wendy L
Summit Church
Swenson, Joe
Target Corporation
TEEG, Inc.
Thompson, Monica
Thomson, Hayden
Tomorrow’s Choices
Topolnicki, Austin
Tracy, Kevin
Treloar, Pamela
Truesdale, Gary D
Trust
Tucker, Andy
UPS Employee Giving Campaign
Valencia, Rebecca
Vargo, Jay
Veik, Eric
Wal-Mart
Weatherman, Chris
Welch Equipment Company Inc.
Wells Fargo Wealth Management
White, Karen and Ron
Wiepking, Danna
Wilson, James
Woodbury, Lee
Wzientek, Shannon
Xactly Corporation
Zavaglia, Jr., Robert
Zavaglia, Rob
Zigler, Valerie E
Zinter, Ron
Zoucha, Christine
Incomes

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<td>Contributions</td>
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<td>Program Revenue</td>
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<tr>
<td>Investment Income</td>
<td>$14,956.00</td>
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<tr>
<td>Other Revenue</td>
<td>$1,258,788.00</td>
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<tr>
<td><strong>Total Revenue</strong></td>
<td><strong>$11,914,524.00</strong></td>
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Total Assets $5,309,709.00
Total Liabilities $633,809.00
Total Net Assets $4,675,900.00
## Statement of Financial Activity

### EXPENSES

<table>
<thead>
<tr>
<th>Expenses</th>
<th>Amount</th>
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<tbody>
<tr>
<td>Program Service Expenses</td>
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<tr>
<td>Management and General Expenses</td>
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<tr>
<td>Fundraising Expense</td>
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<tr>
<td><strong>Total Expenses</strong></td>
<td><strong>$11,182,564.00</strong></td>
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![Pie chart showing expenses categories]
THANK YOU

PARTNERING CORPORATIONS AND ORGANIZATIONS

Weatherman Insurance Agency, Lakewood, CO
THANK YOU
PARTNERING CORPORATIONS AND ORGANIZATIONS
Shiloh House

Community - it’s what we are, it’s where we are.

6588 W Ottawa Ave.
Littleton, CO 80128
Phone: (303) 932-9599
Fax: (303) 933-8216
Email: info@shilohhouse.org
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