

Jefferson County Health Alliance

Turn the Curve: Connection and Collaboration

February 10, 2020, 12:00-3:30pm
Jefferson County Public Schools
1829 Denver West Drive, Golden

MEETING NOTES

Meeting Objectives:

- Identify potential strategies to improve connection and collaboration in Jefferson County
- Identify volunteers to finalize strategies to pursue

Attendees: See Appendix A

Summary

Mark Johnson with Jefferson County Public Health and Monica Buhlig with Centura Health provided the welcome and introduction to the Jefferson County Health Alliance. Ageno Otii with The Civic Canopy provided an overview of the day. Agenda, presentation, data walk materials and other handouts are available on our Civic Network website, <https://www.civiconetwork.io/Jefferson-County-Health-Alliance>, in the documents section in the Turn the Curve-2/10/2020 folder.

- Data Walk: Data were grouped into four topic areas: Personal Connection; Neighborhood Connection; Community Connection; and Collaboration. Participants explored the data for each topic area and added their individual thoughts and questions on post-it notes.
- Root Causes: Within each of the four topic areas, participants divided into small groups and completed a Root Barrier Analysis to discuss what gets in the way of connection and collaboration. Participants identified top root causes for each topic area.
- Strategies: Participants self-selected into one of the four topic areas to once again divide into smaller groups. Each small group identified potential strategies to address the root causes. When measuring against impact and effort, the groups identified top strategies.
- Volunteers: Participants volunteered to participate in the strategy selection workgroup that would meet in March to begin developing next steps. These volunteers are indicated by an asterisk below.

Kelly Kast from the Jefferson County Health Alliance provided an overview of next steps which includes the following.

- Folks who want to work together to select strategies to work on will meet **March 13, 2020 from 1:00 to 3:00, at The Action Center, 8745 W 14th Ave, Lakewood.**
- Based on these strategies and discussions at Turn the Curve, we will draft an Action Plan by April 15, 2020.
- On **May 11, 2020, location TBD, we will Launch the Action Groups** (All are welcome!)

Kelly will post the evaluation results from the Turn the Curve event on our Civic Network website.

Below is a detailed compilation of ideas generated during the meeting by topic area – Personal Connection, Neighborhood Connection, Community Connection, and Collaboration. The Strategy Selection Committee will use this information to identify and prioritize strategies to implement.

Personal Connection

Data Walk

75% of older adults have family to rely on and 72% of students would go to a parent with a personal problem. (2018 and 2017, respectively; Jefferson County and Colorado, respectively)

89% of adults talked to or spent time with friends or family at least a few times a week, Aurora-Denver-Lakewood, 2017

- Shows decent connection (this is a strength)
- Seems higher than I have dealt with
- Health issue versus personal problem
- What is a personal problem – seems high?
- Loneliness is becoming a massive problem in our society!
- 20% do not seek parent or family – where do they go?
- Why the decrease among older adults?
- How about connecting older adults and youth, i.e. intergenerational connections?
- What programming exists for older populations to change this varying trend?
- Need a yearly program like “outdoor lab” to equip this parent to kid conversation
- Work by Jeffco CTC to help youth and adults connect. (Yes!)

- Face to face interaction?
- Proximity
- Transportation
- How many would change their level of interaction (up or down) if they had the opportunity to do so?
- Families working 2-3 jobs and children heavily involved in school activities have less contact.
- How can we build community from 95% of adults spending time with friends or family?
- This seems encouraging – wonder who this includes, e.g. groups, ages, etc?
- Opportunities to meet/experience new relationships.
- Has technology changed this?
- Churches – less people attending and building the network.
- Who else do they connect with?
- We spend too much time on our “digital devices”
- Surprising data. Seems like high level of connectedness.
- What are the barriers to connecting?
- What programs are in place for the 40% who do not interact with others daily?

Data development

- How did youth understand “personal problem”?
- Curious about age range of those with less contact to friends and family
- How has “tech” access changed this? 2018-2019?
- How does this data relate to community connection data?
- Who filled out this survey? Did marginalized populations participate?
- Is this just data of each group who does not have family or do they have family but don’t get support
- What identifies family – immediate, removed, local, distant, blood, church, etc?
- How does this breakdown for specific populations – marginalized populations, LGBTQIA+ - or compare to other communities?

Root causes	
Top root causes	Other root causes
<ul style="list-style-type: none"> • Technology – what is meaningful connection? Does it facilitate or create a barrier? • Business, time (family factors like family dinners) • Quality of connection - love, humanity, touch • Lack of trust/wariness of differences 	<ul style="list-style-type: none"> • “Sandwich” generation between older adult and youth • Fear of judgement, shame, capabilities • Independent culture, shame, isolation • Geography – more distant • Geography – living together • Increased mobility • Similarities/differences by age groups • Politics are polarizing • Personal characteristics • Lack of common purpose – generational differences • Fear of asking for help; shame/vulnerability of not having “enough” connection
Strategies <i>(Kathy, Don, Jim, Karina, Lindsey, Alexandra, Sara, Noah Atencio*, Linda Barringer*, Chris Lynn*, Annie Nolan*, Heather Dolan*, Amy Sciangula*)</i>	
Top strategies	Other Strategies
<ul style="list-style-type: none"> • Engage populations in high need areas to answer all of JCHA questions. • Organizations collaborate on schedules – help shift priorities back to family, e.g. sports • Adopt a grandparent program (V&A) • Free coffee and donut connection event (could become a block party concept). Engage faith-based community 	<ul style="list-style-type: none"> • Favor exchange where people can ask/grant favors, like a Craigslist • Community Talks • Make a communication game • Mentorship programs within an organization • Community bulletin boards – tech assisted or physical • Community day (every church participants) – Invite families and walk the neighborhood • Support organizations to offer on-line tech support • Use tech to build interest and engagement with hope of drawing people out eventually • Partner with grocery store to have small group discussions with grocery card as incentive. • Patient education/differing medias • Schedule Uber/Lyft 24/7 so folks can go out after 3 pm • Anonymous “confessional” in city square to start process of real sharing with others. • Ad campaign for intentional interactions (Talk for 10 campaign) • Break a Guinness record (i.e. common goal) • Mindfulness classes added to school curriculum

- Create rules/laws regarding phone access for teens
- Change funding model for organizations (funding = silos)
- Changes to programs such as meals on wheels (i.e. daily visits)
- Bring back the welcome wagon
- Free field trips for older adults
- Create programming to reimburse fees for events

Neighborhood Connection - "Change happens at the speed of relationships."

Data Walk

67% of adults have had a conversation or spent time with neighbors in the past 12 months, Aurora-Denver-Lakewood, 2017 (20% of adults have not done this at all)

35% of adults (18+) have neighbors who did favors for each other in the past 12 months, Aurora-Denver-Lakewood, 2017 (40% of adults say they never do to this)

- Question could be asked: "Do I know my neighbor?"; "Do I care if I don't."
- Less contact with neighbors as families are forced to work 2-3 jobs to support family
- Neighborhoods are changing; people are changing; less interest or sense of responsibility for one another
- Connection with neighbors are strong – lots of connections through schools and faith centers
- Would it help if neighbors knew each other's' names?
- Minimal connection
- Lack of regular community engagements
- Increase in social media
- Partnering younger residents with older residents 1x a month?
- Percent similar to friends and family
- Everyone is working, so less time for interaction
- Screens and technology replacing in-person touch/connection
- Less expectation for community to meet for social needs. "Individual meet their own needs."

- People with young kids more likely to help each other out
- Favor implies reciprocation
- What prevents people from supporting one another? (Tech, Busy schedule, design of neighborhoods?)
- Culture of people meeting their own needs
- Easy access to services that meet needs like Craigslist, GrubHub, etc.
- Thanks to social media no one opens their doors any more
- Internet shopping, google for answers and transportation like Uber perhaps reduces need for favors
- How can we support people in feeling less afraid to ask for help or connection?
- Less connected when it "matters"
- Culture of independence is highly valued
- What are people's reasons for not doing so?
- Technology: neighbor apps, folks connect social media, Face2 Face
- Do they know what their neighbor needs?
- Lack of empathy
- People do what leaders do
- Build new ways to promote connection

<ul style="list-style-type: none"> • How has next door impacted this? • Connection requires a champion. • Related to social media; easier to connect online versus face to face • Stop designing homes where main entrance is thru the garage. • How much do neighborhood apps replace this need? • How many people are reached through things like 4-H community service, Be a Tool, etc? • How can we use social media to facilitate more in-person connections 	<ul style="list-style-type: none"> • Generations do this differently – sharing built on relationship before “Ask” • How do neighbors become aware of each other’s need? – In person, technology? • Culture of over-programming: too busy, moving too fast • How might a “favor exchange” be facilitated on-line for a neighborhood, like a Craigslist • Help people see outside of their bubble...training. • Groups such as “A Little Help” are out there, but how do people find out about them? • 40% is too high
<p>Data development ideas:</p> <ul style="list-style-type: none"> • Does the kind of living (single home, apartment, income, acreage, newer neighborhoods versus older, rentals versus ownership, etc) matter? • Assess per area/Jeffco community • IPUMS may provide Jeffco-specific data points • Is wording of “favor” problematic? • Which neighborhood structures/services foster higher levels of connection? • Curious about experiences of youth 	
<p>Root Causes</p>	
<p>Top root causes</p>	<p>Other root causes</p>
<ul style="list-style-type: none"> • Fear • School choice • Physical layout – is it walkable, have barriers, etc • Social media • Multi-lingual spaces/language justice • Initiative • Busy 	<ul style="list-style-type: none"> • General routine: always on the go and not looking for connection • No method for deliberately connecting in neighborhood (events without outreach), not inclusive • Differences – generational, economic • Fear of being vulnerable, lack of trust, not “allowed” to be vulnerable and ask for help when needed (“I can take care of myself”) • Society is moving away from social connection groups • Gentrification/housing affordability • Aging of community and turn over to different groups moving in • Seasonal difference in interaction
<p>Strategies <i>(Emily O’Winter*, Terri Pankey, Jamie Fanselow, Reg, Monica B, Saoirse, Lisa, Sarah Winfrey*, Ageno, Keke, Mark J, Jacki P, Angelica P, Kier B, Teresa D, Cynthia Z., Amanda, Sophie*, Kate, Gabriel, Lynnae, Shannon, Becca)</i></p>	
<p>Top strategies</p>	<p>Other strategies</p>
<ul style="list-style-type: none"> • Resource/connection building center available and known 	<ul style="list-style-type: none"> • Meet Up categories

- Think of other venues to connect to people in your neighborhood (public places, grocery, marketing, stores, rec center, library, etc)
- Marketing strategy for diverse population
- Initiate events through social media, e.g. block parties
- Identify and engage community leaders/individuals (represent a language)
- Cultural training for organizations to increase engagement
- Training community members to interact with organizations
- Start with youth/young children
- Promote "A Little Help"
- Pilot neighborhood design for model and communicate findings
- Complete streets
- Neighborhood Ambassador
- Free Rec Center Access/Programming

- Next Door guidelines on posting concerns/threats/
- Better communication from police/safety organizations
- Use data about social media to direct campaign for connection
- Promote apps that fill a need (meal train, blind assistance)
- Mentor people from internet community already influencing the community.
- Inclusivity practices (interpretation)
- Hire a translation service
- Walkability
- Bike-ability
- Creating "3rd spaces" to convene and connect
- Positive narrative
- Complete streets/safe intersections
- Community gardens
- Increase diverse civic engagement
- Remote drop offs for school
- Fence tear-down (or cut in ½)
- Afterschool programs in neighborhoods
- Neighborhood conversations at movement and pilot community solutions
- Walk/bike to school
- Get out to neighborhoods to design
- Get outdoors/neighborhood
- Social etiquette/conversation toolkit
- Community block parties
- Bridge clubs
- Pot luck events
- Book clubs
- Silver Sneakers or similar

Community Connection

Data Walk

26% of adults, 32% of older adults and 68% of students belong to a club, (2017, 2018, and 2017, respectively; Aurora-Denver-Lakewood, Jefferson County, and Colorado, respectively)

90% of respondents agree with statements on personal civic engagement among members of Jefferson County Communities that Care, Jefferson County, 2018

- How are they connected?
- Do they connect through email/mail/social media?
- In substance use recovery, it is opposite true compared to these data – more adults participate than youth.
- Seniors need more support to overcome isolation
- Lack of mental health for youth?
- Build interest for older adults
- Is there a connection between quality of life and joining clubs?
- Recruitment/participation of young people is not equal, which continues a cycle of exclusion. This particularly impacts youth who have historically been marginalized. This starts much earlier than high school.
- Kids are in school = higher club participation
- How many of the adults are bringing youth or leading for youth/older adults?
- Are older adults aware of clubs?
- For those in recovery from substance use, “clubs” (like AA or other pathway) are essential, so participation is near 100%.
- How might businesses and workplaces collaborate on increasing club participation for adults?
- Older adult connection is decreasing
- Adults = lack of time due to jobs, family
- Wonder how we can get the 30% of kids who don’t participate more involved?
- Processes to integrate “youth and older adults” poses unique challenges so often programs/opportunities are abandoned.
- Maybe more internet connections
- Workforce challenges. Work/home life makes it harder to join clubs/associations

- CTC is not representative of Jeffco.
- CTC members have a stronger sense of personal connection than community
- CTC groups are already engaged.
- Jeffco Action Center is positive and has lots of resources in one spot.
- Need to increase awareness of CTC accomplishments and plans
- Bureaucratic systems create barriers that make change more difficult to enact or discourage action-taking
- How do we increase and share this across the board?
- Could this be in a CTC setting?
- Who is part of CTC? Who is missing?
- I’m surprised at how high these numbers are. Who is represented (or not)?
- Are people aware of opportunities?
- At a community level, “my job senior living”, I create community. At a larger level I do not believe I make an impact.
- Mental health – hard to get continued health due to costs
- What contributes to this high level of efficacy and engagement – strong communication, strong interactions, open forums?
- I agree with this statement, however, they may agree but still have silos!! Still a lack of civility in our community!
- I agree that Jeffco feels connected
- Break apart action and feeling that action could be taken.
- Is there opportunity to communicate the concerns a community faces – education or communication?
- Are people aware of opportunities?

- How to access those older adults to make them aware of opportunities?
- Transportation barriers?
- Are there adequate transportation resources to allow older adults to attend clubs?
- What percentage is a good percentage per age group?
- Perception that older adults don't do certain things, like "we don't "play" anymore".
- Is being part of a work place similar to being part of a club for adults?
- Adults often do not receive training on how to engage meaningfully with youth.
- Services geared towards kids – and more affordable
- Adults are connected to their careers and their family's needs. They likely don't have time for a "club"
- How many adults and older adults work? Is the work in a group setting?
- What are barriers to youth clubs? Financial? Inclusive of gender/race/ability/etc?
- Access?
- Language?
- What prevents older adults from being connected to clubs, orgs?
- Loneliness for working adults at work is an issue.
- Workplace wellness can impact connection
- Transportation or financial barriers?
- Demands of work.
- FLTI (Family Leadership Training Institute) builds community leaders to make community change – can we get more engagement in FLTI?

Data Development ideas:

- Can we include children in the data? Children involved in clubs and community are less likely to bully or be bullied
- Assess work place wellness opportunities to increase connection
- Is a club necessary – can it be more related to "connection"?/ Does connection solely equate to "club" participation?
- I'm curious how many hours adults spend at work and if longer work weeks discourage participation in clubs.
- Data doesn't tell the whole story – need to disaggregate; are marginalized voices included
 - Do socio-economic factors influence this, i.e. income level?
 - Compare these results with Close to Home study

Root Causes	
Top root causes	Other root causes
<ul style="list-style-type: none"> • Authentic power sharing and respectful leadership • Personal connection/sense of belonging • Value proposition/relevancy (individualism and belief that “my input doesn’t have meaning/matter) 	<ul style="list-style-type: none"> • Lack of understanding • Lack of availability • Perception that the norms of the group are not inclusive of “me”, stigma • Leaders have disproportionate influence • Lack of safety in community • Limited personal connection • Organizations aren’t going to the community, but asking the community to come to them • Lack of money, i.e. fees • Lack of power sharing
Strategies (<i>Mary Berg, Steve Burkholder, Shannon Gwash, Jason Firestone, Sara Taylor, Lorrie Odom, Dave, Allison, Sebastian*, Cara, Kristina, Allyson, Paulina, Amy Coy*, Mary Margaret Fouse-Bishop*, Brandon Stepter, Michelle Kircher, Robyn Lupa*, Beverly Wingers, Miranda Thompson</i>)	
Top Strategies	Other Strategies
<ul style="list-style-type: none"> • Community Connectors • Building upon events and fairs already in place • Reevaluate safe spaces (transparency about who is supported in the space) • Offer continuum of options for involvement (also through peer support and navigation), e.g. app or newspaper with information • Empower people with tools and knowledge... • Community organizing with goal of changing system and sharing power • Meet your neighbor. Be Nice 	<ul style="list-style-type: none"> • Group resource fair • Monthly campaign • Welcome wagon • Group to group connection to help people be part of what they need/want • More in-person recruitment • Market the value of being connected to your community, such as longevity of life • Breaking down the fear of joining groups • Personal invitation, word of mouth invite to more diverse population (but be genuine, don’t tokenize), • Kind interaction with others/genuine human impact • App or newspaper with information • Empower people with tools/knowledge to change systems and share power • Community inclusion efforts/norms • Offer a continuum of options for involvement • Evidence-based strategies (to research) • Storytelling to highlight connection stories • Peer support/Peer navigation

- Increase empathy
- Create safe space to address vulnerability and connect
- Community connection/resource fair
- Affinity groups
- Mentorship
- Market "Make your voice heard"
- Rec centers
- Food banks
- Impact one person
- Understand systems-how individuals
- Understanding community members

Collaboration

Data walk

Average scores for questions on the Jefferson County Health Alliance Working Together Survey, 2020 (Context: 3.7; Structure: 3.0; Members: 2.9; Process: 2.9; Results: 2.7)

80% of people agree with statements about community collaboration among Jefferson County Communities That Care members in 2018 (compared to 60% in 2017)

- Need measurable goals across collaborations (Keep it Simple)
- Who is working on this and who is not included?
- Bring common issues and solutions across all generations
- Who are collaboration members – only organizations?
- Higher results than I would have guessed. Schools especially seem to not share best practices.
- I'm happy to see context questions having the highest results. Interest is present, we just need to be more effective.
- Opportunity to have common measures of success among collaborations
- All agree collaboration = good, but not so good at inclusion and movement forward
- Need to focus on results

- "In MY community" – How do the communities collaborate?
- What about resource sharing across organizations?
- Agree with this for senior services
- Agree – need to maintain collaboration and connection wot serve all populations
- Sharing does not equal collaboration and coordinated strategy
- We are losing programs for older adults rapidly, which is hurtful to senior outcomes.
- How does each individual/family define community?
- Getting better. Need more exposure; not enough people know.
- I think this is true for some and those may be the organizations who responded. I think there are a lot who do not.
- Well intentions. Resource sharing changes when resources decline.
- There can be mistrust/misunderstanding between non-profit/municipal groups and the for-profit sector resulting in restricted collaboration

<ul style="list-style-type: none"> • Food policy council working on important issues related to goals of JHA but not yet part of JHA • Que usaran vocabulario mas accesible para todos como palabras mas comunies facil de intender • Who represents people? • Combining efforts may lead to better structure and results 	<ul style="list-style-type: none"> • What is actual collaboration of JHA and JHCTC and JFPC? • Who is community? • Who was the audience here? Languages?
<p>Data development ideas:</p> <ul style="list-style-type: none"> • How do we track outcomes of collaborative work? • Did this survey reach the right people? • What is behind the jump from 60% to 80% - same audience? Questions? Context? 	
<p>• Root Causes</p>	
<p>Top root causes</p>	<p>Other root causes</p>
<ul style="list-style-type: none"> • Lack of organization/staff buy in – right folks aren’t at the table • Already overwhelmed by individual/“our own” workloads • Lack of inclusion – those affected by issues • Mistrust/misunderstanding of others’ motives, goals, approaches 	<ul style="list-style-type: none"> • Siloes – funding, population target, outcomes • Lack of collaboration multiple challenges, obscures actual solutions • Get our organizational egos out of the way. • Lack of inclusion of those affected by issues • Need additional tools • We don’t understand each other’s strengths, weaknesses • Can’t get to action- we are good at talking • Collaboration is simply hard to do • Hard to sustain through turnover, transitions, money. i.e. one person dependent • Communication often not there – goals, resources and strategies • Lack of data and measurement and up-to-date information on resources
<p>Strategies (<i>Marion Kalb, Pam Brier, Scott Sheilds, Laurie Walowitz*, Melissa Palay, Moe Keller, Ben Wiederholt, Julie Wilken*, Margaret Huffman*, Amy Brown*, Crissy, Amanda Varga*, Jennifer Anton*, Katie G*, Cynthia Farrar*, Scott Morrison*, Kaitlyn Hickmann*</i>)</p>	
<p>Top Strategies</p>	<p>Other Strategies</p>
<ul style="list-style-type: none"> • Don’t reinvent the wheel. Research best practices/evidence based • Introduce ourselves with what we do and who we serve as opposed to simply name and organization 	<ul style="list-style-type: none"> • Best practices/Evidence based • Use and support existing work (resource lists) • Activate non-traditional funding models

- Adopt shared resources and referral platform (e.g. Aunt Bertha) with shared data
- First identify an issue and galvanize collaboration around it.
- Cross agency projects to connect populations, i.e. students and seniors

- Need a "menu" of needs and services to fill needs
- Co-write a grant such as Centura and SCL Community Grant
- Research before starting new things to see what is already happening
- Have decision-makers/"the right person" in the collaborative process
- Reduce collaborative efforts to focus on priorities
- Let experts be experts and match to organizational missions
- Utilize community to meet needs
- Sustainability when grant money is gone
- Get more volunteers engaged
- Clarify SMART goals
- Include state organizations, e.g. Colorado Crisis Services
- Keep the community in the center
- Shared data/metrics
- Address competition for funding (mis-trust)
- Have a neutral party overseeing/coordinating efforts (low skin in the game to make connections)
- Ask community what issues they want to solve
- Knock on doors to find people impacted by the issue
- Go to where community is already meeting and ask them for solutions to the problems you are looking to solve
- Clearly define who is being affected by the issue
- Interact within systems
- How systems interact within systems
- Why they interact
- Define expectations
- Where is the intersection for individuals and systems and why are they interested
- Collaborative funding models/Responsive funding
- Feedback as to how funding community collaborations/strategies

Appendix A. Attendees

1. Sophia Alires, Stride Community Health Center
2. Jennifer Anton, Jefferson County Public Health (JCPH)
3. Noah Atencio, Community First Foundation
4. Chuck Ault, Lutheran
5. Kier Bard, Adventure DVO
6. Linda Barringer, Heading Home
7. Don Bechtold, Jefferson Center
8. Mary Berg, Jefferson County Human Services
9. Laura Boggs, Benefits in Action
10. Maureen Breeze, Cultivage Training
11. Pam Brier, The Action Center
12. Lisa Brockmeier, CCHA
13. Amy Brown
14. Monica Buhlig, Centura Health
15. Steve Burkholder
16. Saoise Charis-Graves, Benefits in Action
17. Reg Cox, Lakewood Connects
18. Amy Coy, Shiloh House
19. Sebastian DeTemple, Jeffco Safe Schools Coalition
20. Heather Dolan, Signal Behavioral Health
21. Annie Dorchak, Evergreen Fire and Rescue
22. Allison Draayer, Stride Community Health Center
23. Rhonda Ellis
24. Ben Ellis
25. Paulina Erices, JCPH
26. Jamie Faselow, Triad Early Childhood
27. Cynthia Farrar, JCPH
28. Jason Firestone, Jeffco Public Schools
29. Lynnae Flora, JCHS
30. Mary Margaret Fouse-Bishop, JCPH
31. Bill Fulton, The Civic Canopy
32. Kristin Gilchrist, Mind Shine Foundation
33. Katie Greisch, Jefferson Center/LAUNCH
34. Gabriel Guillaume
35. Shannon Gwash, Jefferson Center
36. Katie Haas, JCPH
37. Cheryl Haggstrom, Community First Foundation
38. Deanna Harrington, Arvada Fire
39. Cara Hebert, CCHA
40. Kaitlyn Hickmann
41. Allyson Howe, JCPH
42. Margaret Huffman, JCPH
43. Mark Johnson, JCPH
44. Kristina Kain, Jeffco Public Schools
45. Marion Kalb, Denver City
46. Kelly Kast, Jeffco Health Alliance
47. Kelly Keenan, JCPH
48. Moe Keller
49. David Kollar, Jeffco Public Schools
50. Butch Lewis, David Sober Living
51. Robyn Lupa, Jeffco Public Libraries
52. Chris Lynn, Seniors Resource Center
53. Scott Morrison, Calvary Belmar
54. Glenn Most, West Pines
55. Amanda Mrkvicka, CCHA
56. Annie Nolan, JCPH
57. Lorrie Odom, Jefferson County PTA
58. Ageno Otii, The Civic Canopy
59. Kiirsi Ouellette, Calvary Belmar
60. Emily O'Winter, Jeffco Public Schools
61. Melissa Palay, JCPH
62. Terri Pankey, Jeffco Public Schools
63. Jackie Paone, CSU Extention
64. Angelica Pereda, JCPH
65. Ashleigh Phillips, Centura Health
66. David Purinton, Spero
67. Jim Rada, JCPH
68. Rosio Ramirez, Jeffco Health Alliance
69. Lindsay Reinert, Lutheran
70. Kathleen Remington, Jeffco Public Schools
71. Crissy Robinette, Mountain Resource Center
72. Sarah Schoeder, Eaton Senior
73. Amy Sciangula, Jeffco Connections
74. Scott Shields, Family Tree
75. Kate Skarbek, City of Westminster
76. Kathy Smith
77. Brandon Stepter, CCHA
78. Keke Stickney, Jeffco Public Schools
79. Fran Tatter
80. Sara Taylor, The Granville Assisted Living
81. Shannon Terrell, City of Lakewood
82. Sophie Thomas, CCHA
83. Miranda Thompson, JCPH
84. Leida Urrego
85. Amanda Varga, Orion Mortgage
86. Alyssa Vogan, City of Lakewood
87. Terry Waldermen, Jeffco Public Schools
88. Laurie Walowitz, The Action Center
89. Ben Wiederholt, Stride Community Health Center
90. Julie Wilken, Jeffco Public Schools
91. Sarah Winfrey, CCHA
92. Beverly Winters, DDRC
93. Cynthia Zapata, Adelante
94. Becca, Resilience 1220