

FULL CIRCLE OF LAKE COUNTY, INC. 2009-10 ANNUAL REPORT

TABLE OF CONTENTS

AGENCY OVERVIEW.....	2
FULL CIRCLE PROGRAMS & EVALUTATION RESULTS.....	3-9
Programs Summary.....	3
Youth Mentoring.....	4
Outdoor Leadership.....	5
High School Programs.....	6
Tobacco Prevention.....	7
Family Support.....	8
Community Integration.....	9
Women’s Empowerment Group.....	10
FINANCIAL REPORTS.....	11-12
Financial & Fundraising.....	11
Executive Director Summary & Future Outlook.....	12
FINANCIAL SUPPORTERS & DONORS.....	13-14
IN-KIND DONORS & VOLUNTEERS.....	15
FULL CIRCLE STAFF & BOARD OF DIRECTORS.....	16



AGENCY OVERVIEW

Full Circle of Lake County, Inc. is a non-profit 501(c)(3) whose mission is to provide opportunities, education, and caring relationships to help Lake County become a place where youth make healthy choices, families thrive and the community is united. Full Circle accomplishes this through proven and effective prevention programs that served 292 youth, facilitated 611 activities and empowered 236 parents in FY 2009-2010.

History: The Full Circle Project began in 1991, with a single employee, as part of a project to evaluate the effectiveness of inter-generational mentoring in reducing youth substance abuse. Based on the success of the initial mentoring project, the Full Circle Advisory Board decided to pursue continuance funding and expand the services offered based on need. Full Circle of Lake County, Inc. was incorporated as a 501(c)(3) organization in 1997 and programs were added to prevent substance abuse in high school students and to provide parents with child-rearing skills. Full Circle has expanded to offer a program for at-risk middle school students, a women's empowerment group and leading a community integration initiative.

Programs: Youth exhibiting at-risk behavior or coming from at-risk environments are enrolled in developmentally appropriate programs as follows: Youth ages 9-12: Mentoring & After-school program, Youth ages 12-14: Outdoor Leadership, Youth ages 14-18: High School programs (Boogie Down Productions DJ club, Leadership, Girls Circle, Boys Council, Latinos Unidos, W(rec)K-LESS). Parents referred by Social Services, Lake County Combined Courts or self referred attend DARE to be You and Active Parenting parent/child parent education and may also participate in the Empowerment Group for acculturating mothers. Full Circle of Lake County is the lead agency for the Community Integration Collaborative to integrate Lake County.

Approach: Full Circle's approach to prevention is founded on the Social Development Theory of Hawkins & Catalano which focuses on increasing Family and Community protective factors. All programs follow the Strategic Prevention Framework and Evidence-Based Principles for Substance Abuse Prevention. Full Circle has statistically significant results across multiple measures for the past 4 years. Measures include: Bonding, Cultural Appreciation, 30 day use, Attitudes toward anti-social behavior, Parent/child Bonding, School Bonding and Limit Setting.



Partners: Full Circle collaborates with more than a dozen local agencies, government entities and the Lake County School District to deliver its services. The agency was the founding member and continues to serve on the Lake County Build A Generation community prevention board. Primary sources of funding are state prevention agencies and private foundations though the agency also receives strong community support through in-kind donations and fundraising efforts.

FULL CIRCLE PROGRAM SUMMARY

Full Circle served 292 children and 236 adults through its various programs in 2009-2010. 75% of our youth were Hispanic, 20% Anglo, 5% Mixed. 47% Male and 53% Female. Full Circle facilitated 611 program days this past year.

I will be smiling in my dreams because of Full Circle
 ~ Marjorie

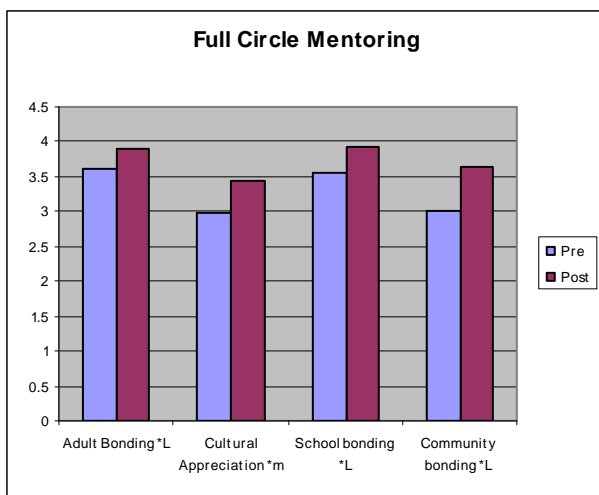
PROGRAM	POP. SERVED	NUMBER SERVED	ACTIVITY TOTAL	PRIMARY STAFF	PRIMARY FUNDERS
YOUTH PROGRAMS					
Full Circle Mentoring	4 th – 6 th grade	54	84	Brian Costilow	Division of Behavioral Health (DBH), Summit Foundation
Outdoor Leadership Club	7 th & 8 th grade	73	110	Rochelle Reed / Jess Adams	McGowen Foundation, Daniels Fund, Tony Grampsus Youth Services
Monday Recreation	6 th —8 th grade	20	25	Makali Beck	Division of Criminal Justice
W(rec)k-less club	High School	21	47	Bill Nelson	DBH
Latinos Unidos	High School	26	49	Bill Nelson	SAMHSA, Griswold Foundation
Boogie Down Prods.	High School	23	47	Bill Nelson	SAMHSA, Griswold Foundation
Students Against Destructive Decisions	High School	18	36	Bill Nelson	SAMHSA
Girls Circle	High School	29	70	Rochelle Reed / Jess Adams	Tony Grampsus Youth Services, Division of Criminal Justice
Boys Council		19	39	Bill Nelson	
PARENT EDUCATION & SUPPORT PROGRAMS					
Latino Women's Empowerment Group	Children, youth & parents	56	48	Mayela Guerrero, Claudia Galindo	Gordon Heaton, Temple Hoyne Buell, Colorado Trust
DARE to be You & Active Parenting	Parents Children	68 91	52	Alice B. Pugh, Jill Dzubay, Claudia Galindo	DBH, A.V. Hunter Trust, Temple Hoyne-Buell (THB), Target
Parent Workshops	All Parents		4	Alice B. Pugh	DBH, THB
COMMUNITY INTEGRATION	Integration process	168		Alice B. Pugh Mayela Guerrero	Safe and Drug Free Schools

YOUTH MENTORING

Since its inception in 1991, Full Circle’s Mentoring Program continues to be a valuable component of the agency’s efforts in the prevention field. In the past year, Full Circle mentoring has served 41 children in grades 4 through 12. Of those children, 28 were matched with a mentor during the year. The amazing dedication of our volunteer mentors, with more than 1739 hours of donated time, has made a huge impact.



These relationships are fundamental to the development of healthy behaviors and attitudes of youth within our community. Most of the youth in the mentoring program are in 4th-6th grades, though many matches continue for many years.



The Full Circle Mentoring program continues to provide a variety of **after-school activities** for our 4th—6th graders to keep them engaged in positive activities. Our kids are able to experience the unique environment Leadville has to offer through such activities as hiking, snowshoeing, cross-country skiing, swimming, sledding, ice-skating, and fishing while learning valuable life skills. This year there were 72 activities provided for boys and girls.

“ Why is Full Circle so much FUN?”—German.

Evaluations of formal one-to-one mentoring programs have provided evidence of their success in promoting better social, academic, and behavioral outcomes (DeWit et al. 2006).

Full Circle has measured adult bonding, cultural appreciation, school bonding and community bonding for the past 17 years. Youth consistently show statistically significant increases on all of these scales.



“ I just had a little reunion with my mentee. I now only come up to her shoulder. The things she said were so loving. Thank you so so much for Full Circle it was so wonderful.” - Marjorie

OUTDOOR LEADERSHIP



Full Circle has three programs specifically designed to meet the needs and interests of 7th and 8th graders in our community: The Outdoor Leadership Club (OLC), Girls' Club, and Boys' Club. This popular program served 73 youth at 110 activities, more than half of the entire 7th&8th grade class!

OLC activities are structured to encourage positive choices and life skills through outdoor recreation and participation as part of an after-school program, as well as weekend and summer expeditions. Youth activities include team building, leadership, outdoor adventures such as hiking, biking, rock climbing, downhill and cross country skiing, and snowboarding, as well as outdoor skills, sports, games, crafts, and community service learning. There is nothing like climbing a mountain to bring forth feelings of accomplishment.

The activities also provide an opportunity for participants to form relationships with adults and peers, as well as to develop and practice communication, teamwork, and problem-solving skills. Youth earn points for participation, respect, and safety during activities. Those that show leadership and commitment through points earned each month are rewarded with a special all day event. These monthly events include activities like rock climbing, snowboarding, camping, and rafting. Plus, four times a year, OLC sponsors short expeditions. These experiential 2-3 day trips often involve backcountry travel, and expose youth to the wilderness surrounding our community.



This year we partnered with Outward Bound to provide a ropes course. One rambunctious boy was terrified of being away from home and relying on strangers. By Day Three after successfully completing the course, he said "Miss, I trust you."



I like being able to hang out with a lot of different people and my friends.
~Alonso, 8th Grade



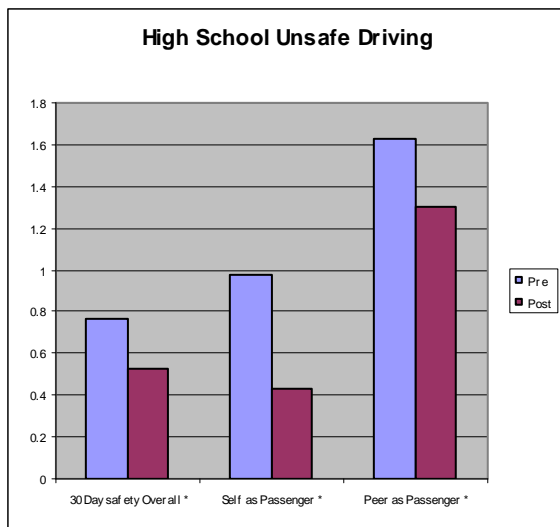
HIGH SCHOOL PROGRAMS



This was another exciting year for Full Circle’s wide variety of high school programs—which all focus on prevention. Throughout the groups, there were 66 youth participating in four unique programs —W(rec)k-less, Latinos Unidos and Boogie Down Productions. Students Against Destructive Decisions (SADD) continues to provide engaging prevention activities for all high school students. We added an exciting new component this year with three classes offered during the Advisory period at Lake County High

School. Girls’ Circle is a model program engaging girls in discussions around body image, health, decision making and positive self concept. Boys Council is the parallel program for boys. Youth participated in 218 activities ranging from camping to disc golf to Body World to tie dye.

Latinos Unidos: Full Circle’s program targeting Latino youth served 26 Hispanic/Latino High School students. Members attended weekly activities that focus on skill building and building on strengths. Full Circle incorporates education around alcohol, drugs, violence and other negative behaviors into fun alternative activities.

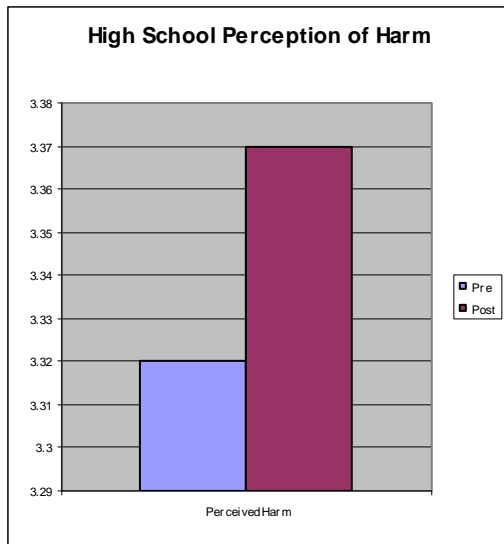


Students Against Destructive Decisions (SADD):

From red ribbon alcohol awareness week to creating positive messaging posters this group had a major influence on behavior in the high school. Diverse youth met bi-weekly and created and carried out 18 prevention activities last year.

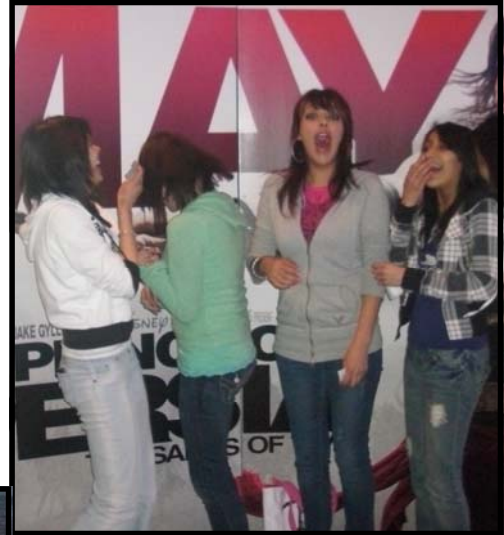
W(rec)k-less Club was one of Full Circle’s most popular programs. The after-school activity-focused program worked with 21 youth at risk for drinking and driving between the ages of 13-17. All the youth showed safer driving habits and significantly reduced use of alcohol.

Boogie Down Productions: High School students attended weekly practices to learn the skills of playing music for a larger audience. The group, which had 23 members, learned about segues, public speaking, set up and tear down and equipment operation while discussing music styles, lyrics, and careers. Youth once considered “trouble makers” gave back to the community and became “professional D.J.’s” while entertaining children at the Special Olympics, March of Dimes and the toddler Pumpkin Patch. This year the group Dee-Jayed 10 events.



Boys

Council & Girls Circle: Our newest project worked with nineteen 9th & 10th grade boys to promote healthy relationships, conflict resolution, mentors-role models-heroes, and what it takes to be a man. Girls Circle brought twenty-nine high school girls together to discover “Who I Am”. Girls learned about birth control, what a healthy relation looks like and began to set goals for themselves. We are proud of the great decisions these girls are making. 100% of girls indicated an improved sense of self due to the program.



“ Check it out dude, Full Circle is really cool” - Sergio

FAMILY SUPPORT PROJECT

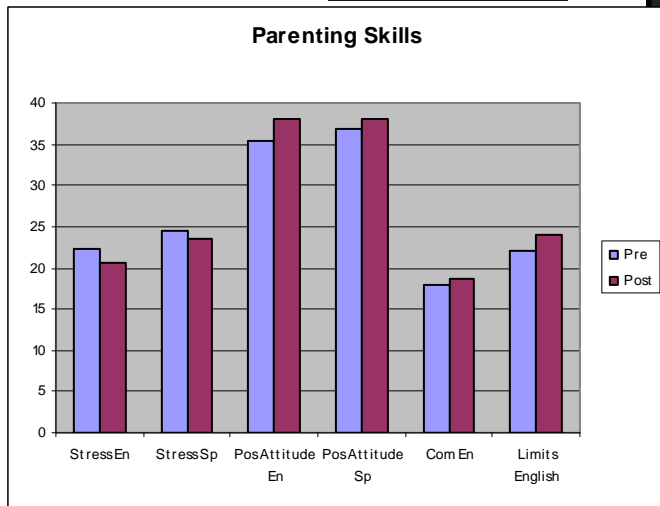
Family Support continues to empower parents to create healthy environments for their children. Parents were better able to set limits and create a positive home environment. Children used their personal power to make better decisions. 101 parents and their children completed the Family Support Project this year. DARE to be You was completed four times, twice in Spanish and twice in English. Active Parenting of Teens was also conducted in both languages for parents of older children. We also provided 5 teenagers the opportunity to work as “Teen Angels” in the DARE to be You children’s classes. This highly successful program teaches teenagers parenting skills before they become parents, and to pregnancy prevention! We had 91 children complete the curriculum, 68 parents graduated and 33 women participate in the Empowerment group.



This project also had outstanding evaluation results last year. All were given pre and post surveys from valid and reliable instruments. Research has shown the children receiving High Warmth / Low Criticism style of parenting will be less likely to engage in alcohol, tobacco and other drug use. The scales Full Circle used are indicators of High Warmth / Low Criticism parenting techniques. Full Circle participants showed changes in: Stress, Limit Setting and Parent/Child Bonding.

Families actively engage in this highly interactive and positive approach toward improving family environments. Many parents are referred by the Dept. of Social Services or Divorce Court. Almost all indicate an improvement in their family life as a result of the program, including comments like, “This really changed our family. Now we talk instead of yell!”

“I can use Thumbs up behavior now.”
~ pre-school child



COMMUNITY INTEGRATION

The Community Integration Collaborative (CIC) has successfully integrated immigrants into much of the community. Immigrants are now an integral part of the Community Meals, attend parent/teacher meetings, are trained cultural awareness facilitators, volunteer throughout the community and are actively engaged throughout Leadville. The Community Integration Resource Center located at 113 E. 5th St. offers the following services:

- Cultural Education trainings
- Laws and Norms presentations
- Interpretation for events and organizations
- Translate flyers for up coming events, letters and school information
- System navigation assistance
- Invite and engage the immigrant community to events, activities and meetings



Some of the highlights from 2009-2010

- Cultural Diversity training with the 8th graders at Lake County Middle School
- Cultural Awareness Training to Spanish speaking parents
- Family College Information Night
- Parent outreach to improve academic success of children.
- 168 individuals received either translation help or were referred to appropriate services through the Resource Center.

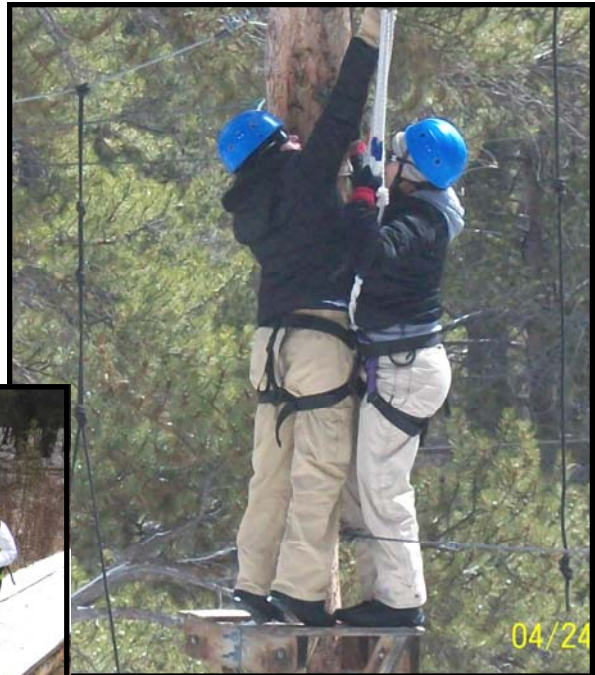
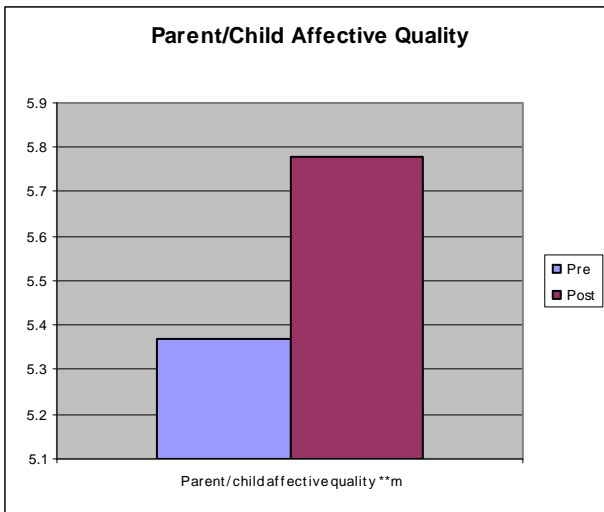


LATINO WOMEN'S EMPOWERMENT GROUP

Started in 2001 the Women's Empowerment group continues to meet weekly throughout the year. Full Circle collaborates with the Advocates of Lake County and West Central Mental Health to decrease stress, domestic violence and to increase leadership skills both in the family and in the community.

A highlight this year was the three day Outward Bound Course for acculturating women. Leadership, trust, confidence and determination combined to propel this group to new heights. Immigrants are increasingly seen as contributors to the community and women, once silent are now finding their voices.

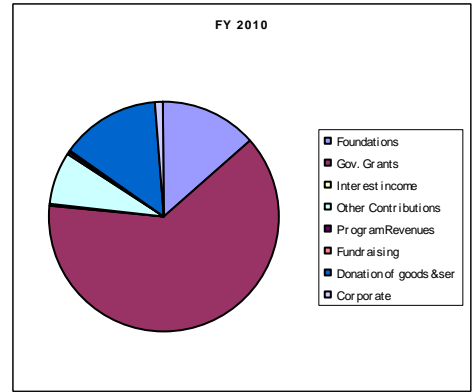
Whether learning English, parenting techniques, stress management or a new skill like knitting, women come together to share experiences and support their families. Students from the High Mt. Institute came as part of their advanced Spanish course to increase cross-cultural understanding. This has become a renowned group of women and the place to be on Wednesday mornings.



FINANCIAL SUMMARY

Actual Revenue by Source

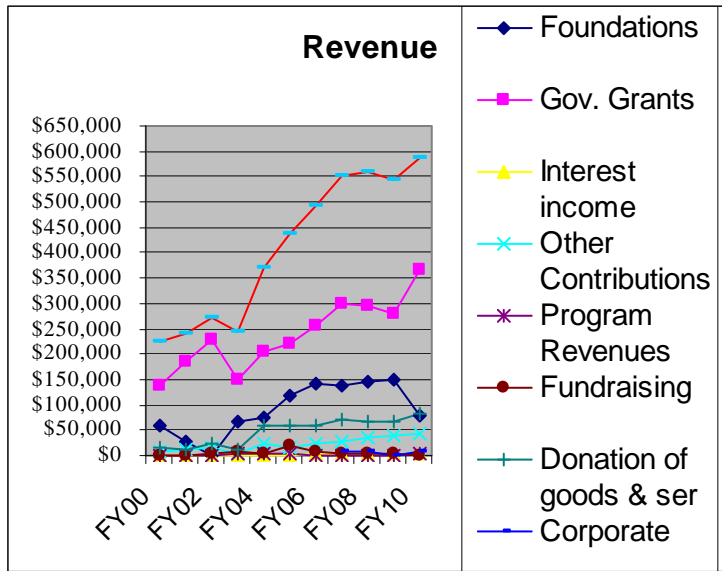
	FY10
Foundations	\$ 79,551.00
Gov. Grants	\$ 367,366.00
Interest income	\$ 2,472.00
Other Contributions	\$ 43,857.00
Program Revenues	\$ 2,118.00
Fundraising Events	\$ 1,150.00
Donation of goods & ser	\$ 82,865.00
Corporate	\$ 6,626.00
Total Revenues	\$ 586,005.00



Cost per Client by Program

	Mentoring	Family	HS programs	Outdoor Leadership
Total Participants:	54	101	82	73
Total budget by program	\$77,097	\$102,890	\$104,976	\$80,696
Cost per participant	\$1,428	\$1,019	\$1,280	\$1,105

FUNDRAISING



Full Circle is very proud of its broad fundraising and sponsorship base. Despite a challenging economy our revenue increased slightly. Individual donors continue to support our mission. Full Circle received donations from more than 224 individuals and 24 local businesses—this is incredible support in a community this size!!! 100% of the Board of Directors makes a financial contribution to Full Circle each year.

The agency also received support from other events held to benefit Full Circle including the Pedal Power

Snowshoe Race & the Stapleton Manor Haunted House. Finally, the agency received \$25,586 in contributions from its annual direct mail appeal which is 7% more than the prior year. In total, the agency raised just over \$43,857 last year, an eight percent increase over 08/09 even in tough economic times!

We have created an annual fund raising plan for this coming year and hope to diversify even further by increasing events, corporate giving and program revenues.

* All 2009-2010 financial figures in this report are unaudited numbers. Full Circle's audit will be completed by Nov. 30, 2010. If you would like to receive a copy of the audit, please submit a request to:
Full Circle, PO Box 622, Leadville, CO 80461

EXECUTIVE DIRECTOR SUMMARY

The economy was down, but we continue to Make A World of Difference...On Top Of It All. Foundation support was down due to the economic picture, but we were pleasantly surprised to be awarded not one but two unsolicited gifts from A.V. Hunter Trust and the Anschutz Foundation Board of Directors. We had some staff turnover when Rochelle Reed moved to California and Brian Costilow became a full time dad, and we are thrilled with the addition of Jess Adams and Marty Remsen.



The Full Circle Board of Directors successfully completed all of the tasks on the five year Strategic Plan and will develop a new plan in the coming year. Full Circle was awarded a five year grant from the Colorado Division of Behavioral Health to continue both our mentoring program and family support project. We managed twenty-seven grants last year to keep all of our programs running successfully. The dedication of staff and board members is instrumental in maintaining high quality programming.

FUTURE OUTLOOK

Full Circle has constantly moved forward. Despite the national economic downturn we are optimistic about our ability to deliver the highest quality programs in a cost-effective manner. We will continue to diversify our funding and expand our fund raising efforts to meet the growing needs in our community.

Full Circle operates evidence-based programs (mentoring, Girl's Circle, Boys Council, after-school programs, DARE to be You, Active Parenting) that fulfill our mission to provide opportunities, education, and caring relationships to help Lake County become a place where youth make healthy choices, families thrive and the community is united.

Full Circle will continue to assess community needs through its' participation in the Lake County Build A Generation Prevention Coalition, Community Integration Collaborative and the HB 1451 Collaborative Management Team. Full Circle will also continue to work closely with Lake County Government and Lake County School District on collaborative projects like the School Success Project and 21st Century Learning Center.

Check out our new web site to keep up-to-date on all of our programs.

: **www.fullcircleleadville.org**



FULL CIRCLE SUPPORTERS

Again in 2009-2010, Full Circle benefited from incredible community support. Volunteers contributed more than 2,000 hours of service as mentors and event volunteers. Additionally, the agency received more than \$80,000 in in-kind donations from local businesses and partners. Many, many thanks to all of the Full Circle Supporters in the past year.

Gerry Adler
 Mr. & Mrs. James Allen
 Lynn Altschuler
 Anonymous
 Deborah & Jeffrey Astroth
 Jessica Anguiano
 Katie & Andy Baldassar
 Christopher & Molly Barnes
 Ed Batterson
 John Beach
 Greg Beilman
 Eddie Bell
 Kristal Bertonneau
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 Craig & Lauren Bissonnette
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 Tom Ann Casey
 Jerry & Cathy Cerise
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 Walt & Janis Costilow
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 Linda Lee
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 Karen Levine
 Jane Lingwood
 Joelyn Linn
 Brad & Robin Littlepage
 Christine Londos
 Bill Lucchetti
 Joe Lukas
 Cynthia Maclsaac
 Donna Maddex
 Dr. Raymond (Tooth) Maestrelli
 Cooper & Carrie Mallozzi
 Barbara & Larry Marcum
 Pete & June Marta
 Marcia Martinek
 Larry & Sandy Mason



FULL CIRCLE SUPPORTERS



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Kelli McCall
John McCarty
James McEachern
John & Pat McFee
Donna McGinnis
Laurel & Mike McHargue
Nicholas McHargue
Anne & Gordon McKellar
Laurie McQuinn
Andy Medina
Laura Medina
David Meisner
Esther & Charles Melbuer
Kim Mentink
Lori & Jerry Meurs
Doyen Ten Eyck Mitchell
Sharon & Peter Moller
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Federico Montes
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Wayne Patton
Ana Peabody
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Patricia & Owen Plymell
Debbie Pollock
Angie Prieto
John Rainey
Rochelle Reed

Karl & Marty Remsen
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Hugh Smith
Rosaline Smith
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Ruth Spencer
Mary Beth & Bruce Sposi
Shirley & Charles Stanford
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Clay Stewart
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Cheryl & Justin Talbot
Bill & Marlene Todd
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Ken Vierczhalek & Alice Pugh
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Patricia Wallisch
Erin Watkins/EB Corp.
Robert & Diane Weaver
Helen & Martin Weiss
Deb & Dale Wibbenmeyer
Marvin & Pat Willhite

Richard Willis
Susan Winston
Dianne Wittkoff
Linda Wright
Madeleine Zachary
Allen Ziegler

Organizations & Grants

A.V. Hunter Trust
Aaron's Irrigation and Landscaping
ACA Products
All Climate Mechanical
Anschutz Family Foundation
Avanti, Inc.
Bartlett Family Fund, Cleveland Foundation
Buena Vista Tool and Equipment Rental
Colorado Alcohol and Drug Abuse Div.
Colorado Division of Criminal Justice
Colorado Hospital Association
Combined Federal Campaign
Corbin Construction Comp.
Daniels Fund
El Pomar Foundation
Encore Home & Appliance
Griswold Charitable Trust
Helping Hands of Lake County
High Country Glass and Frame
Lake County Combined Courts
Lake County Government
Leadville Municipal Court
Leadville Veterinary Clinic
Matchless Properties, Inc.
McGowan Charitable Fund
Mountain Structures
Peoples Bank
Post-News Community Foundation
RE/MAX Aspen Leaf Realty
SAMHSA
Sangre de Cristo Electric Assoc.
Saunders Company
Smith Lumber Company
Summit Foundation
Sweetgrass Productions
Temple Hoyne Buell Foundation
The Anschutz Foundation
The Colorado Trust
Tony Grampsas Youth Services
United Country Alpine Realty
Upper Arkansas Construction Co.

In-kind Donors



Advantage Computer Solutions
 Alpine Dogsledding & Snowmobiling
 Alpine Ski and Sport
 Big Al's Mini-Storage
 Colorado Mountain College
 Colorado Rapids
 Cycles of Life
 Denver Museum Nature & Science
 Denver Nuggets
 Fire on the Mountain
 Food Bank of the Rockies
 Herald Democrat
 High Altitude Cooking
 Lake County Build a Generation

Lake County Courthouse
 Lake County Dept. of Social Services
 Lake County School District
 Leadville Colorado & Southern Railroad Co.
 Leadville National Fish Hatchery
 Leadville Ski Country
 McMahan and Assoc., LLC
 Melanzana
 Migrant Education Program
 Mountain Gypsy Tribe
 Mt. Princeton Hot Springs
 National Mining Hall of Fame & Museum
 Nova Guides
 Outward Bound Wilderness

Pedal Power
 Provin' Grounds
 Royal Express Go-Cart
 Safeway
 Sayer-McKee
 Ski Cooper
 Sprung Construction
 Strikes & Spares Bowling Center
 Teammates for Kids Foundation
 Tennessee Pass Nordic Center & Cookhouse
 Tenth Mountain Division Hut System
 Ugly Cookie Company
 VistaWorks
 West Central Mental Health



Volunteers

Kathy Albers
 Kate Bartlett
 Skip Beck
 Cathy Beck
 Mike Bordogna
 Joel Borst
 Beth Brown
 Dan Brown

 Mary Elizabeth Brush
 Harry Camp
 Kelly Camp
 Jeri Chavez
 Becky Church
 Diane Conlin
 Nicholas Coppola
 Laila Dawson
 Jeff Dick
 Christine Dishman
 Paul Dreyer
 Jill Dzubay
 Susan Fishman
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 Ana Peabody
 Gloria Perez
 Amber Reed
 Marty Remsen
 Lisa Roeder
 Gretchen Scanlon
 Don Seppi
 Nate Weiss
 Whitman Wilson



**THANK
YOU
GRACIAS**

Full Circle Staff

Alice Pugh—Executive Director: Alice founded Full Circle in 1991. She oversees all aspects of the agency from program to development to staff management while continuing to teach Child and Parenting classes. She has a B.A. Sociology, Fairfield University and is bi-lingual in English/Spanish.

Jill Dzubay—Office Manager: Jill joined Full Circle in 1997 and is responsible for all financial recordkeeping, grant administration and maintenance of agency records. Jill also teaches Active Parenting classes and assists with youth activities when needed. She has a B.Sc. in Medical Technology (CUNY).

Bill Nelson—High School Programs Coordinator: Bill has been at Full Circle since 1998 when he became a program coordinator and started Boogie Down Productions—a unique prevention program which teaches youth business and music skills. Received the El Pomar Youth in Community Service Recognition award in 2001. He has a B.A. in Psychology, Adams State.

Mayela Guerrero—Community Resource Center Coordinator: Mayela joined Full Circle in 2001 as the Family Support Project Coordinator and taught parenting classes for 3 years while starting the Latino Women's Empowerment Group. In 2005 she was selected to lead the Community Integration Project. Mayela is bi-lingual.

Rochelle Reed— Moved onto California in January...good luck!

Jess Adams— Outdoor Leadership / Girls Circle Coordinator joined us in January and facilitates all 7th & 8th grade afterschool programs as well as the High School Girls Circle. She has a BS in Education and a passion for inspiring young people.

Brian Costilow—Mentoring Program Coordinator: Brian left us at the end of this year to be a full time dad.

Martha (Marty) Remsen— is our new Mentoring Coordinator. She joins us after teaching at West Park Elementary School and has been a mentor with Full Circle for several years.

Makali Beck—Youth Activities Assistant: Makali joined us August 2007 and continues to use his cheerful attitude to welcome youth in all of our programs and provide awesome snacks.

Claudia Gallindo- Latino Family Assistant Claudia joined Full Circle in August 2008. She graduated from Lake County High School and brings a unique perspective to the agency. Claudia is working hard taking college classes while still facilitating pre-school DARE to be You classes, recruiting Latino families and helping with after-school activities. Claudia helps with cultural trainings and translations as well.

Ruthann Schoeffield- Development Director Ruthann started part time in September 2008. She has developed our fund raising plan and works to increase our operating finances. We are happy to have such skill on board.

FULL CIRCLE BOARD OF DIRECTORS

Full Circle has a dedicated and energetic Board of Directors. In the past year, Board members were involved in many agency activities and were beginning a Strategic Planning Process to plot the agency's future. Members are:

Cindi Gillespie—President: Business Owner and Full Circle Mentor. (Board Member since 2003).

Harry Camp—Vice President: Business Owner (1997)

Susan Fishman: School Teacher and Mentor. (2005)

Kate Bartlett: HMI Development Director and Mentor. (2005)

Jeri M. Lee: Director Lake County Social Services (2008)

Donna Maddex: Nurse & Community Member (2008)