New Castle Town Council Regular Meeting
Tuesday, July 7, 2026, 7:00 PM

Call to Order
Mayor Art Riddile called the meeting to order at 7:00 p.m.

Pledge of Allegiance

Mayor Hazelton asked for a moment of silence for the anniversary of the Storm King Fire where 14 firefighters lost their lives, 50th anniversary of the Battlement Creek Fire and most recently the three firefighters Emily Barker, Mick Hucherson and Syndey Waston last their lives in the Snyder Fire.

Roll Call

	Councilor Mariscal
	Councilor Carey
	Mayor Hazelton
	Councilor Copeland
	Councilor Sampley (ZOOM)
Absent	Councilor Leifeld
	Councilor G Riddile

Also present at the meeting were Town Clerk Mindy Andis, Administrator Dave Reynolds, Town Planner Paul Smith and members of the public.

MOTION: Mayor Hazelton made a motion to excuse Councilor Leifeld and Councilor Riddle's absence. Councilor Carey seconded the motion, and it passed unanimously.

Meeting Notice
Clerk Andis verified that her office gave notice of the meeting in accordance with Resolution TC 2026-1.

Conflicts of Interest
There were no conflicts of interest

Agenda Changes
There were no agenda changes

Citizen Comments on Items not on the Agenda
Art Riddile New Castle resident, explained First Baptist Church on 7th Street has partnered with Food Bank of the Rockies to start a food bank. The food bank is at the church on the second and fourth Fridays of each month from 1:00pm – 3:00pm. He said everyone is invited to get a box of food. There are no requirements.

Consultant Reports
Consultant Attorney –present for agenda items
Consultant Engineer – not present
Items for Consideration

Proclamation Recognizing July as Parks and Recreation Month
Administrator Reynolds introduced Parks Manager Devon Fruetel and Athletics and Activities Coordinator Alan Behena to the council. Mr. Fruetel and Mr. Behena introduced themselves and gave some of their background to the council. The council welcomed Mr. Fruetel and Mr. Behena.
Mayor Hazelton read the proclamation into the record.

Consider Ordinance TC2026-6 - Renewal of Comcast's Cable Television System Permit (1st reading)
Josh Miller Executive Director of Government and Community Affairs, said he and Administrator Reynolds had discovered the existing agreement that had been in place actually expired several years ago. Mr. Miller said for the sake of both Comcast and the Town of New Castle to have a current agreement versus a month-to-month agreement. He said the agreement was to allow Comcast to operate and to deliver broadband and cable services to town residents in the town's Right-of-Way. Mr. Miller said the agreement allows the town to collect a franchise fee that's 5% gross on sales which amounts to about $6,500 to $7,000 a quarter. He said the original franchise agreement started in 2003 and expired in 2013 and has been a month to month since.
Administrator Reynolds said there is a stipulation in the agreement that would allow for the town treasurer to ask for an audit if the town treasurer doesn't agree with the amount.
Assistant Town Attorney Kat Sommers said this is a standard ordinance for a renewal.
Administrator Reynolds said the agreement is for five years.

MOTION: Councilor Carey made a motion to approve Ordinance TC2026-6 – Renewal of Comcast's Cable Television System Permit (1st reading). Councilor Mariscal seconded the motion, and it passed unanimously on a roll call vote. Councilor Mariscal: yes; Councilor Sampley: yes; Councilor Carey: yes; Mayor Hazelton: yes; Councilor Copeland: yes.

Consider Ordinance TC2026-5 – Amending Chapter 15.25 of the New Castle Municipal Code with the Adoption of the 2025 Edition of the Colorado Wildfire Resiliency Code with Amendments (2nd reading)
Administrator Reynolds said there were no changes between first and second reading.
Planner Smith said in 2023 council had adopted the Wildland Urban Interface Code (WUI).
Planner Smith said both codes are equivalent with a couple of changes. One being some

changes to existing structures would be affected moving forward. The second is adopting a higher level of hazard per the recommendation from the fire marshal.
Mayor Hazelton said on the first reading of the ordinance the vote was 6 to 1. Administrator Reynolds said was had met with Councilor Leifeld and explained the ordinance and he believes Councilor Leifeld is comfortable with the ordinance.

MOTION: Councilor Marical made a motion to approve Ordinance TC2026-5 – 2025 Colorado Wildfire Resiliency Code (2nd reading). Councilor Carey seconded the motion, and it passed unanimously on a roll call vote. Councilor Copeland: yes; Councilor Mariscal: yes; Mayor Hazelton: yes; Councilor Carey: yes; Councilor Sampley: yes.

Consider Regional Housing Needs Report – Liz Axberg
Liz Axberg Housing Policy Analyst for City of Aspen, introduced herself to council. Ms. Axberg reviewed the power point presentation with council. (**Exhibit A**).
Mayor Hazelton said in the report there was mentation of having 109 acres for the upper valley was available for housing. Ms. Axberg said staff completed a land assessment of land plots which could be used for housing development. The assessment would have excluded any public lands or open space. Mayor Hazelton asked what makes the land a viable opportunity. Ms. Axberg said they look at who owns the land. Open space including any types of national forest land depending on who owns it. She said they just looked at what is in our region, and what could be an option for development. Mayor Hazelton said he would like to know more and would also like to know if that same criterion is used for the lower areas as well. Councilor Carey said the assessment doesn't take this into account is a resource-based analysis such as water and physical infrastructure to support the housing needs. Ms. Axberg said that information could be explained in the Action Housing Plan here's all the reasons why this may be difficult. Mayor Hazelton said his concern is he see's the need but without the infrastructure to support the need becomes counterproductive to what's the reality of it is. Ms. Axberg said the housing needs assessments can be tricky because here is the number of needs but the need comes from across the different places in the valley.

Introduction to Colorado River Wildfire Coalition - Program Manager Sam Feuerborn
Kate Collins, Executive Director for Middle Colorado Watershed Council introduced Colorado River Wildfire Coalition Program Manager Sam Feuerbon to the council. Ms. Collins and Mr. Feuerborn reviewed their presentation with the council (**Exhibit B**).
Councilor Carey said she had an assessment done at her house and found it to be very helpful.
Mayor Hazelton asked has there been continued discussions between the Upper and Lower Basin's. Ms. Collins said she hopes that there can be plan that everybody can agree on

based on real hydrology, such as how much water we actually get in this headwater state. She said the lower basin states have gotten what is mandated. To make a real plan on the real hydrology such as how much water the state actually receives.

Consider a Letter of Interest from Sarah Benson for Appointment to Seat on Climate and Environment Commission

MOTION: Councilor Copeland made a Motion to Appoint Sarah Benson to Seat on Climate and Environment Commission. Councilor Mariscal seconded the motion, and it passed unanimously.

Presentation – Stepping Stones Youth Program – Assistant Director Jonathan Greener

Assistant Jonathan Greener introduced himself to the council. Mr. Greener reviewed his slide show presentation with the council (**Exhibit C**).

Councilor Mariscal asked if Stepping Stones was in Coal Ridge High School since Stepping Stones are in Rifle and Glenwood Springs. Mr. Greener explained the program is more of an urban model with a brick-and-mortar space which would be accessible to young people. He said it's more effective if the child can come to them. He said the model is to have an actual physical safe space for the child come to.

Councilor Mariscal asked if Mr. Greener has any data showing how many kids from New Castle have attended Stepping Stones. Mr. Greener said yes, there was roughly 20 kids, but he would get that information back to council.

Councilor Carey said this is a great program and hopes there would be an opportunity for New Castle since there are three schools and close to Cloal Ridge High School. Mr. Greener said most of their work is based on word of mouth. He the program is completely by choice. The child can come as much or as little as they want. Councilor Carey asked if they thought about doing drop ins into the schools. Mr. Greener said yes that is how they started in Glenwood Springs. They were in the school multiple times a week.

Consent Agenda

Items on the consent agenda are routine and non-controversial and will be approved by one motion. There will be no separate discussion of these items unless a council member or citizen requests it, in which case the item will be removed from the consent agenda.

June 16, 2026, minutes
June Bills $829,159.08
Liquor License renewal – RG Lakota Golf Ops, LLC

MOTION: Mayor Hazelton made a motion to approve the Consent Agenda. Councilor Carey seconded the motion, and it passed unanimously.

Staff Reports

Town Administrator –Administrator Reynolds said he has been in meetings with RFTA regarding ebikes. He said the funding for the Traveler has been cut back by the county. The county would pay half of the Traveler and RFTA pays for the other half. The county has informed RFTA that they are pulling the funding that would apply to New Castle, Glenwood Springs and Carbondale. The reasoning is because the county needs to cut back on the budget and how expensive it is to operate the Traveler. New Castle, Glenwood Springs and Carbondale are in Garfield County and are members of RFTA and why isn't the membership paying for the Traveler. Administrator Reynolds said RFTA would like to rebuild and redesign the Park-N-Ride at the east end of town. RFTA has asked if the town could like to take the lead on the project of if RFTA should handle it. Administrator Reynolds said in the past when there was been anything wrong with the bus stops or shelters RFTA has told the town it's the town responsibility to maintain. Staff's position is and has been those are RFTA bus stops not the town's.

Administrator Reynolds said he had a conversation with P&Z Commissioner Brian Westerlind and Mr. Westerlind has decided to step down from P&Z Commission.

Administrator Reynolds said CDOT has notified the town that on July 15, 2026, from 9:00am -4:30pm they will be closing the eastbound I70 105 off ramp for guardrail repairs.

Administrator Reynolds said Chief Stu Curry has been active with SPEAR and all of the police chiefs are participating and the MOU is being worked on.

Administrator Reynolds said Treasurer Viktoriya Ehlers has reported that the 2025 audit is done and in the hands of the auditor. The audit will be presented to council in August.

Administrator Reynold said AGNC has their annual Economic Summit on August 19, 2026, in Grand Junction. If council wants to attend, please let him know.

Town Clerk – Clerk Andis said next week Assistant Michelle Huster will be attending her third and final year of clerk school and would be able to start working on her certification for her CMC. Clerk Andis said the new platform for the agenda, packets and minutes went live on July 1, 2026. One new feature with the platform is there is an email list that will send out agenda and packets once they are published. She said the agenda and packets are no longer attached to the homepage calendar, however the clerk's office has found away around that to be able to post a link on the calendar for the agenda and packets. Clerk and said she would continue to email the council directly with agenda and packet information.

Town Treasurer – not present

Town Planner – not present

Public Works Director – not present

Commission Reports

Planning & Zoning Commission –Administrator Reynolds said they will meet tomorrow

night to hear the final application for TC Midwest.
Historic Preservation Commission – have not met
Climate and Environment Commission – have not met
Senior Program – Clerk Andis said the ridership of the Traveler is down and trying to come up with a plan to increase the ridership. The meal site for New Castle in May was 58 meals served which is down from April of 91 meals served. She said the meal site she believes will be moving to the Community Center the first of the year.
RFTA –have not met
AGNC –Mayor Hazelton said met in Grand Junction. He said the meeting is in person only no ZOOM options. He said the Associate Deputy Secretary of the U.S. Department of Interior. The meeting pertained more to the county and state issues and not so much with municipalities.
GCE – have not met.
EAB – have not met
POSTR – Councilor Sampley said the meeting went well. Public Works Director John Wenzel explained during the meeting what the proposals were regarding the pump track and pickleball courts. Mayor Hazelton said when the town looks at things, the town looks at it from all angles. He said the town has had a good working relationship with the bike and trails group. The town has been active and put a lot of money into the trails. Mayor Hazelton said he believes people left the meeting with a better understanding than what they did when they showed up. He said staff explained what the process is for a development to develop in New Castle and there are open houses and community involvement.

Council Comments
Councilor Mariscal said the 4th of July Parade was amazing and the Rec Department did a great job. She said she was able to meet Senator Hickenlooper here in town. She said to celebrate Colorado 150 anniversary is a statewide effort for 150 Tables that is inviting individuals, organizations and cities across the state to set a long table of any size between May and November 2026, bringing people from all walks of life together to share a meal, spark connection, and create a Colorado where everyone feels like they belong. Councilor Mariscal said she would like to do a potluck with the community.
Councilor Carey said the CML presentation staff did was amazing, staff did such a great job. The session was well attended.
Mayor Hazelton said the 4th of July Parade was great and the Rec Department tries not to compete with other towns events. He said the Town of Silt brought town staff lunch on Thursday. Dirty Hog Dash is Saturday. Thursday is the first Community Market for the season. Mayor Hazelton said the Police Youth Academy was great. The Police Department does a great job. He said he picked up the maps that were being restored and they did a good job. They are now getting framed. He said he did the bus tour with Senator Hicklenlooper. Mayor Hazelton was able to speak with Senator Hickenlooper about the

South Side Intercept and the town is shovel ready. Mayor Hazelton was also able to talk about the town's bulk water station and the new CDOT bridge.

Items for Future Council Agenda
There were no items for future council agenda

Adjourn
MOTION: Mayor Hazelton made a motion to adjourn.
The meeting adjourned at 9:48 p.m.

Respectfully submitted,

TOWN OF NEW CASTLE
GARFIELD COUNTY
SEAL
COLORADO

Mayor Grady Hazelton

Town Clerk Mindy Andis, CMC

Exhibit A to 7.7.2026 Council Minutes

Roaring Fork Valley

Colorado River Valley

HOUSING NEEDS ANALYSIS

Town of New Castle

July 7, 2026

Economic & Planning Systems, Inc.
The Economics of Land Use

DENVER
LOS ANGELES
OAKLAND
SACRAMENTO

STUDY PURPOSE

- Meet the requirements of SB24-174, requiring most local governments to prepare Housing Needs Assessments (HNAs)
- Support applications for Proposition 123 Funding and Rural Resort petition
- Plan for affordable housing needs in the Roaring Fork Valley and Colorado River Valley
- Build regional collaboration on housing

Not a legally binding commitment to:

- Build the amount of housing identified in the HNA
- Build housing in the locations identified in the HNA
- Take actions outlined in the HNA

STUDY PARTNERS

Pitkin County

City of Aspen

Town of Snowmass Village

Town of Basalt

Garfield County

Town of Carbondale

City of Glenwood Springs

Town of New Castle

Town of Silt

City of Rifle

Town of Parachute

STUDY OVERVIEW

Regional & Local Trends

- Demographic trends
- Economic trends
- Housing inventory

Housing Problems & Challenges

- Cost burden
- Displacement risk
- Barriers to development

Housing Needs

- Housing market
- Affordability analysis
- Existing & projected future need

Policy Programs & Recommendations

- Housing resources
- Regional approaches
- County & local approaches

Final Report

Completed HNA for submittal to DOLA

OVERVIEW OF TRENDS

DEMOGRAPHIC TRENDS

Pitkin County population has been and is projected to remain stable, while Garfield County is projected to continue growing

The population in both counties is aging

Larger households and more children in Garfield County, especially through the Colorado River Valley

DEMOGRAPHIC COMPOSITION

Garfield County trends younger than Pitkin County

Pitkin County: 22% of population aged under 25 years in 2023; 22% aged 65 and over

Garfield County: 33% of population aged under 25 years in 2023; 14% aged 65 and over

Higher shares of family households in lower-valley communities

Pitkin County: 48% family households in 2023;

Garfield County: 68% family households in 2023; 64% in New Castle

ECONOMIC TRENDS

Garfield County has 1.5x as many jobs as Pitkin County, and is projected to continue to grow at a slightly higher rate

Pitkin County remains a strong economic center in the region, with higher wages on average

However, occupations with the highest levels of employment, (i.e. most workers) have some of the lowest wages (e.g. sales, office and administrative support, food prep/serving, construction/extraction)

Relative to Pitkin County, more Garfield County workers also live in the county. 33% of Garfield County employees commute from outside the county, and 23% commute 50 miles or longer

OCCUPATIONS AND WAGES

More jobs in Garfield County
Pitkin County: 17,687 jobs (2023)
Garfield County: 26,981 jobs (2023)

Pitkin County jobs have slightly higher wages
Pitkin County: $54,080 median wage (2024)
Garfield County: $52,374 median wage (2024)

Top 4 Garfield County occupations comprise 43% of all jobs, and all but one have wages below the countywide median wage

- Construction and Extraction: 11.1% of jobs; median wage of $58,195
- Sales and Related: 10.7% of jobs; median wage of $42,742
- Office and Admin Support: 10.7% of jobs; median wage of $49,317
- Food Prep and Serving: 10.0% of jobs; median wage of $36,348

HOUSING TRENDS

There are nearly 2X as many housing units in Garfield County than Pitkin County

Vacancy rates are much higher in Pitkin County (41%) than Garfield County (8%) and have increased since 2010 – an indication of an increase in non-primary homes

There are nearly 4,500 units of affordable housing in the region, over 90% of which are in Pitkin County (65% in Aspen)

Median prices for single family homes in the Lower Valley are still under $800,000, but have increased significantly since 2020

The median price in the Lower Valley is $570,000 for a townhouse, and $455,000 for a condominium

HOUSING AFFORDABILITY

A 2-person household in Garfield County earning $82,000 (100% AMI) can afford $2,050 in monthly housing costs

A 2-person household needs to earn at least 250% AMI ($205,000) to afford the median priced home in the Lower Valley

Even earning 300% AMI ($246,000), a household cannot afford homes in the mid- or upper-valley

In 2024, 53% of sales in the Lower Valley were only affordable at 200% AMI and above ($164,000 for a 2-person household), and 41% of sales in the Colorado River Valley were only affordable at 150% AMI and above ($123,000 for a 2-person household)

- In the Lower Valley, only 11% of sales were affordable between 80-150% AMI ($65,600 - $123,000 for a 2-person household)

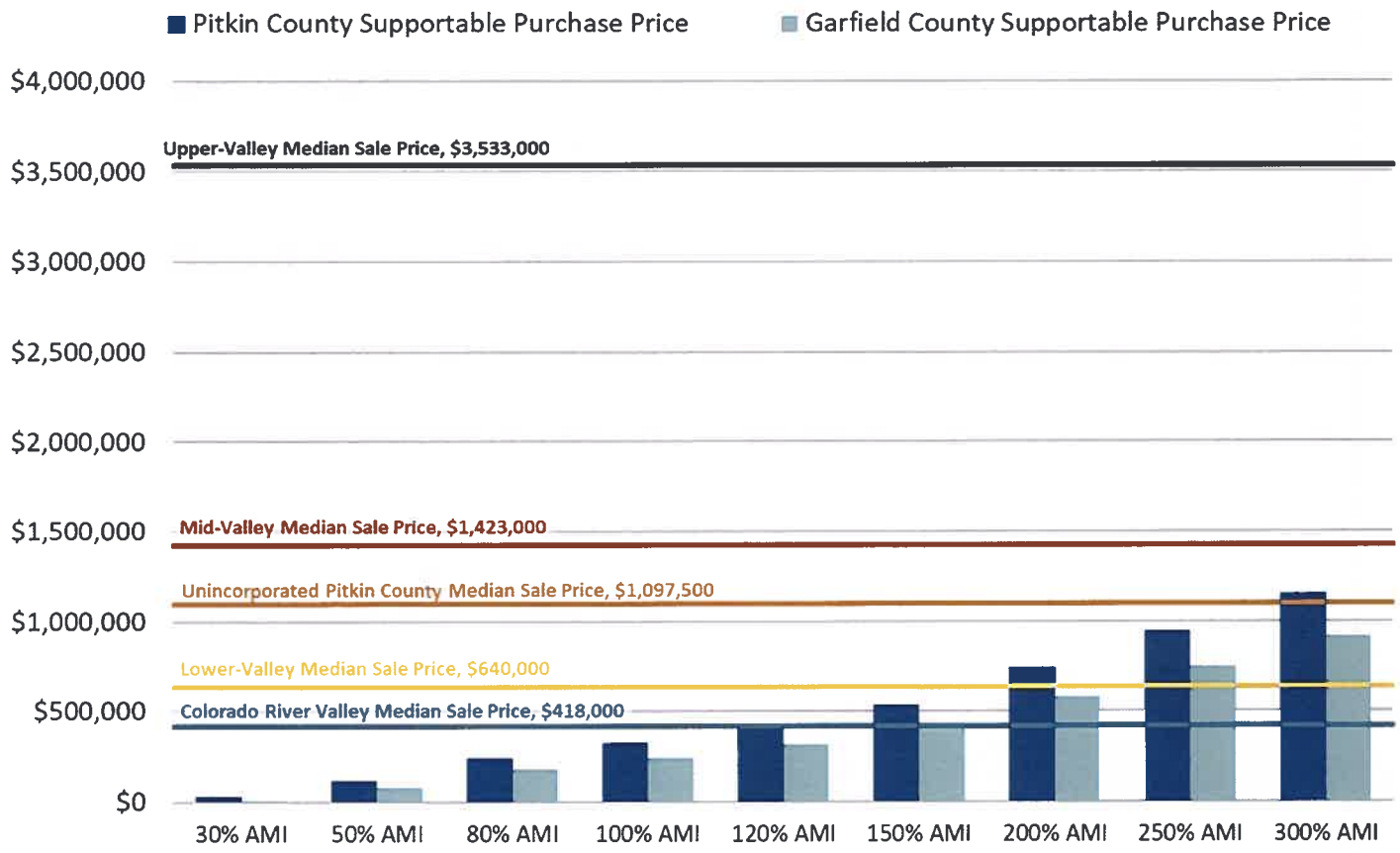
RENTAL COSTS

- Rental data is not as readily available as home sale data, and current rental rates are hard to capture
- CHFA's statewide apartment survey only includes the Glenwood Springs metro
  - Median rent of $1,800 in Q3 2025
  - 57% increase from $1,145 in Q1 2022
- Zillow data for Garfield County shows typical rent of $2,780 in June 2025, a 12% increase from June 2023
  - Reliable data is not available for Pitkin County, but market trends indicate it is significantly higher

HOUSING AFFORDABILITY

WHAT CAN A 2-PERSON HOUSEHOLD AFFORD?

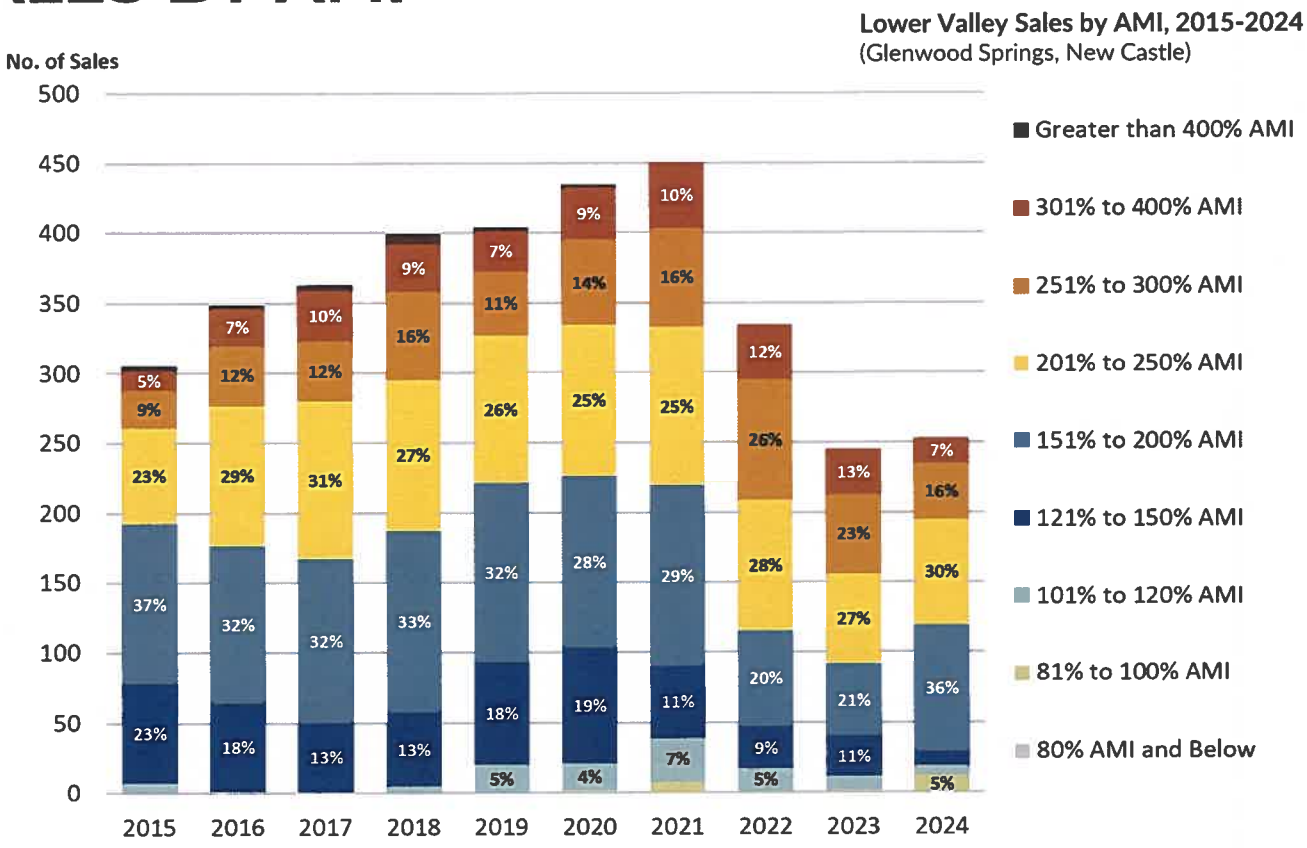
- 100% AMI for a 2-person household was $82,000 in 2024 - can afford $2,050 in monthly housing costs
- 2-person households in Garfield County earning 300% AMI ($246,000) cannot afford homes in the mid- or upper-valley
- Still need to earn 250% AMI ($205,000) to afford the median priced home in lower-valley communities



Source: Pitkin County Assesor, Garfield County Assessor, Colorado Housing and Finance Authority (CHFA), Economic & Planning Systems

LOWER VALLEY SALES BY AMI

- Over half (53%) of all sales in 2024 were only affordable to households earning over 200% AMI
  - 7% were affordable between 300-400% AMI
- Only 11% of 2024 sales were affordable between 80-150% AMI
  - No sales below 80% AMI

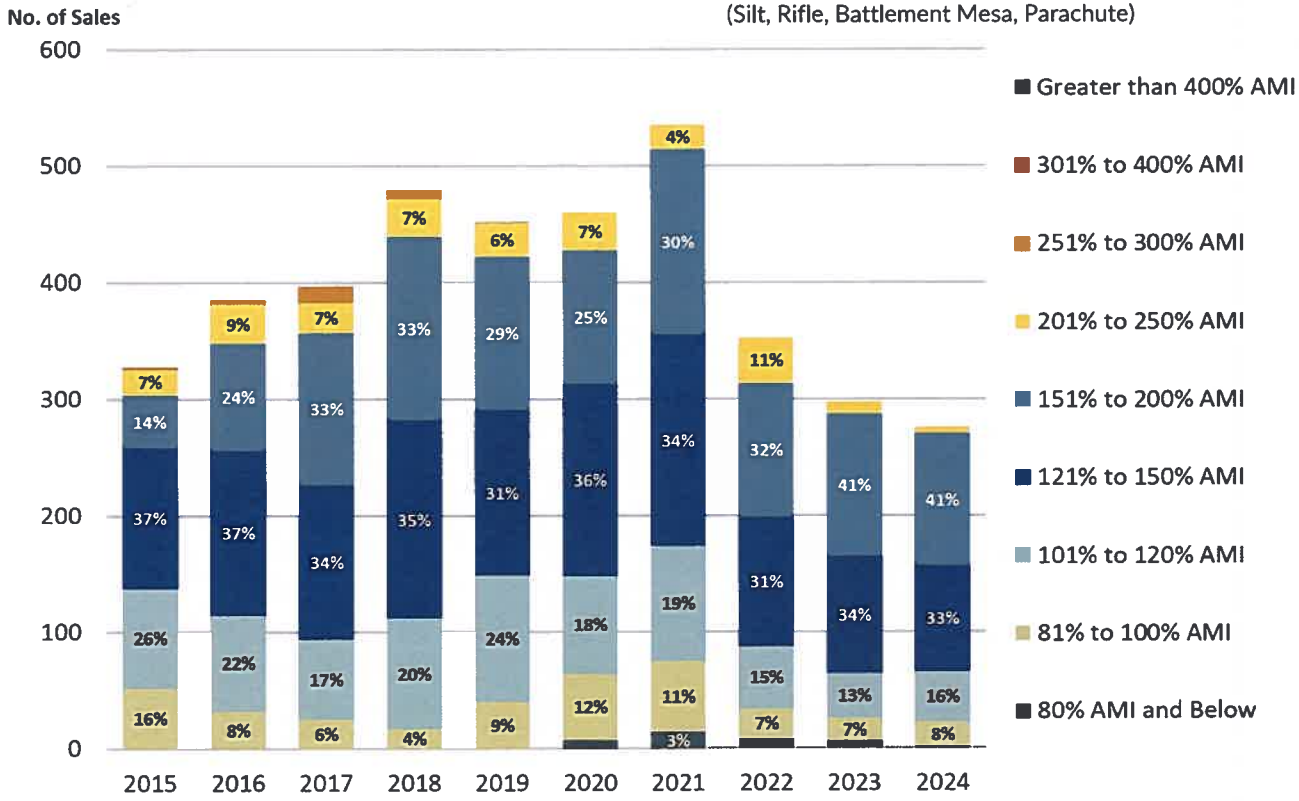


Note: Sales exclude the 5% of the highest and lowest sales by region
Source: Multiple Listing Service (MLS), Economic & Planning Systems

COLORADO RIVER VALLEY SALES BY AMI

- More affordable than the Roaring Fork Valley
- 89% of all sales in 2024 were affordable between 100-200% AMI
- 2% sales above 200% AMI
- 8% sales between 80-100% AMI
  - No sales below 80% AMI

Colorado River Valley Sales by AMI, 2015-2024
(Silt, Rifle, Battlement Mesa, Parachute)



Note: Sales exclude the 5% of the highest and lowest sales by region
Source: Multiple Listing Service (MLS), Economic & Planning Systems

HOUSING NEEDS

OVERVIEW OF HOUSING NEEDS

Existing housing demand (catch up need)

1. Reduce/eliminate overcrowding & temporary housing conditions
2. Reduce long distance commuting
3. Address housing needs for unfilled jobs

Projected housing demand (keep up need)

1. 10-year employment growth
2. Units to accommodate employees filling jobs vacated by retirees

Total Housing Need

- Per SB-174, share of jobs is used to distribute need across the County
- Pipeline developments in each community are then netted out of need

- Communities typically do not address 100% of identified needs
- Understanding the different components of need helps to set informed goals and priorities and target available resources
- How much housing is addressed within the region and each jurisdiction ultimately depends on regional and local capacity, resources, partnerships, and policy

SUMMARY OF REGIONAL GROSS NEED

- Regionally, the largest factors impacting housing need are employment growth, unfilled jobs, and retirees
- For Garfield County, the largest impact is from future employment grown
- County need is:
  - ~37% existing shortage
  - ~63% projected need

Description	Pitkin County		Garfield County		Total	
	Count	Share	Count	Share	Count	Share
Existing Housing Shortage						
Overcrowding and Temporary Housing	247	8.7%	601	12.4%	848	11.0%
Commuting	916	32.1%	157	3.2%	1,073	14.0%
Unfilled Jobs	524	18.4%	1,045	21.6%	1,569	20.4%
Total Existing Housing Shortage	**1,687**	**59.1%**	**1,803**	**37.3%**	**3,490**	**45.4%**
Projected Housing Need						
Employment Growth 2025-2035	631	22.1%	2,019	41.8%	2,650	34.5%
Retirees	535	18.7%	1,011	20.9%	1,546	20.1%
Total Projected Housing Need	**1,166**	**40.9%**	**3,030**	**62.7%**	**4,196**	**54.6%**
Total Units Needed through 2035	**2,853**	**100.0%**	**4,833**	**100.0%**	**7,686**	**100.0%**

Source: U.S. Census Bureau, Colorado Dept. of Labor and Employment, Longitudinal Employer-Household Dynamics, Colorado State Demographer's Office, 2019 Greater Roaring Fork Regional Housing Study, Economic & Planning Systems

REGIONAL GROSS NEED ALLOCATED BY JOBS

- Regional 10-year gross housing need is ~7,686 units
- 4,832 units in Garfield County
  - 63% of regional need
- 155 units in New Castle
  - 3% of county need
  - 2% of regional need

Regional Gross Need Allocation by Percent of Jobs

Description	Existing Shortage	Projected Need	Gross Need	% County Need	% Regional Need
Pitkin County	**1,687**	**1,166**	**2,854**	**100%**	**37%**
Aspen	883	610	1,493	52%	19%
Snowmass Village	300	208	508	18%	7%
Basalt	213	147	360	13%	5%
Unincorp. Pitkin County	291	201	493	17%	6%
Garfield County	**1,803**	**3,030**	**4,832**	**100%**	**63%**
Carbondale	232	389	621	13%	8%
Glenwood Springs	717	1,205	1,922	40%	25%
New Castle	58	97	155	3%	2%
Silt	41	69	111	2%	1%
Rifle	279	469	748	15%	10%
Parachute	56	95	151	3%	2%
Unincorp. Garfield County	419	705	1,124	23%	15%
Regional Total	**3,490**	**4,196**	**7,686**		**100%**

Note: Figures may not sum due to rounding

Source: U.S. Census Bureau, Colorado Dept. of Labor and Employment, Longitudinal Employer-Household Dynamics, Colorado State Demographer's Office, 2019 Greater Roaring Fork Regional Housing Study, Economic & Planning Systems

REGIONAL NET NEED

- **Net Need is Gross Need less Pipeline**
  - **New Castle Pipeline:** Lakota/Longview HFH, Valley View, Town of New Castle, RE-2 School District, Colorado River Fire District, Castle Valley Ranch
- **Regional 10-year net housing need is ~7,168 units**
- 4,630 units in Garfield County
  - 65% of regional need
  - 36% existing need, 64% future need
- 126 units in New Castle
  - 3% of county need, 2% of regional need

Regional Net Need Allocation by Percent of Jobs

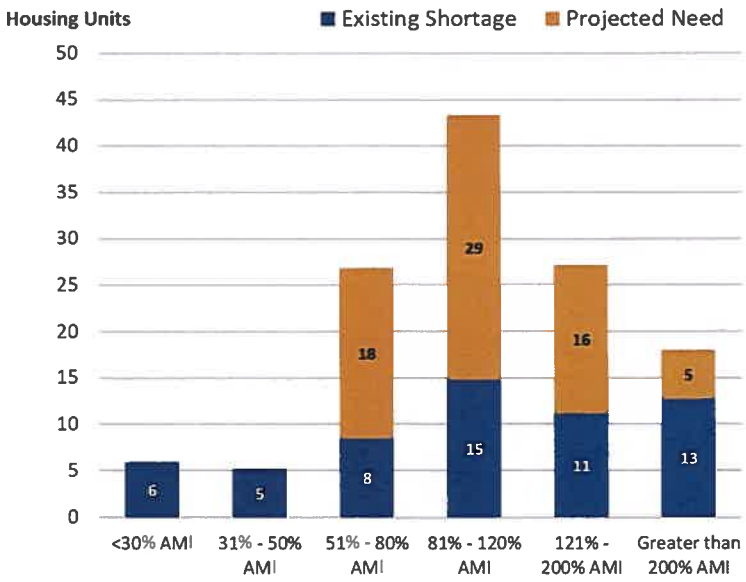
Description	Existing Shortage	Projected Need	Net Need	% County Need	% Regional Need
Pitkin County	**1,401**	**1,138**	**2,538**	**100%**	**35%**
Aspen	636	603	1,239	49%	17%
Snowmass Village	300	208	508	20%	7%
Basalt	173	126	299	12%	4%
Unincorp. Pitkin County	291	201	493	19%	7%
Garfield County	**1,683**	**2,947**	**4,630**	**100%**	**65%**
Carbondale	209	387	596	13%	8%
Glenwood Springs	628	1,196	1,824	39%	25%
New Castle	58	68	126	3%	2%
Silt	41	69	111	2%	2%
Rifle	279	428	707	15%	10%
Parachute	48	95	143	3%	2%
Unincorp. Garfield County	419	703	1,122	24%	16%
Regional Total	**3,084**	**4,084**	**7,168**		**100%**

Note: Figures may not sum due to rounding

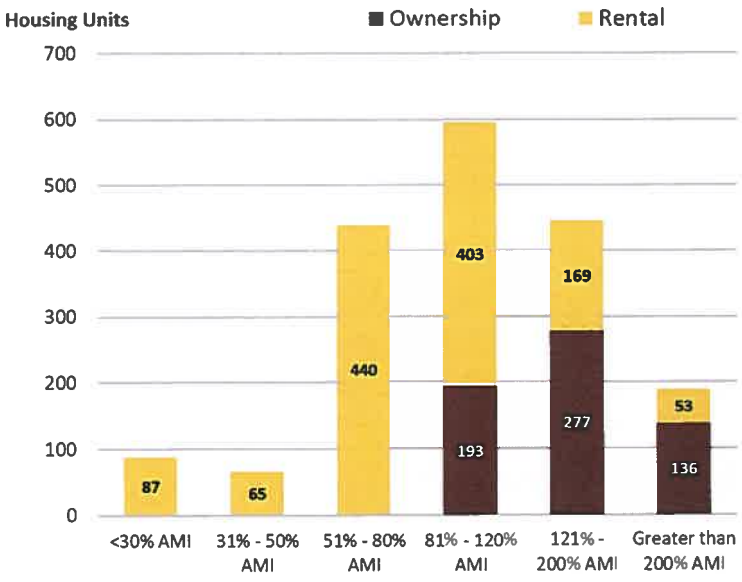
Source: U.S. Census Bureau, Colorado Dept. of Labor and Employment, Longitudinal Employer-Household Dynamics, Colorado State Demographer's Office, 2019 Greater Roaring Fork Regional Housing Study, Economic & Planning Systems

NEW CASTLE NET HOUSING NEED BY AMI

- Net need of 126 units over the next 10 years
- Need is concentrated between 51-200% AMI



Source: U.S. Census Bureau, Colorado Dept. of Labor and Employment, Longitudinal Employer-Household Dynamics, Colorado State Demographer's Office, 2019 Greater Roaring Fork Regional



Source: U.S. Census Bureau, Colorado Dept. of Labor and Employment, Longitudinal Employer-Household Dynamics, Colorado State Demographer's Office, 2019 Greater Roaring Fork Regional

HOUSING PROBLEMS & CHALLENGES

HOUSING PROBLEMS

Overcrowding, Temporary Housing, and Homelessness

- **Overcrowding:** Living arrangement with more than one person per room (total rooms, not just bedrooms)
- **Temporary Housing:** Live with family or friends, live in a camper or RV, stay in a private vehicle not suited for habitation, or live in a hotel/motel
- **Homelessness:** Lacking access to stable and safe permanent housing

Pitkin County: 247 Households
Garfield County: 601 Households
Regional Total: 848 Households

Cost Burden

- Households paying more than 30% of their income for housing

Pitkin County: 38% of Households
Garfield County: 47% of Households

DISPLACEMENT RISK

Many factors influence displacement risk in the region, including economic circumstances, demographics, and housing conditions

- Cost Burdened Low-Income Renter Households
- Low-Income Households
- Renter Households
- Older Housing Units
- Overcrowded Housing Units
- Educational Attainment
- English Proficiency
- Single-Parent Households
- BIPOC Households
- Aging Residents
- Residents with a Disability

KEY DISPLACEMENT RISK FACTORS

Cost Burdened Low-Income Renters

Renter Households earning less than $75,000 annually may be more sensitive to being outpriced
Garfield County: 70%

Older Housing Stock

Housing built before 1970 may create accessibility or maintenance issues, or be a target for redevelopment
Garfield County: 14% of housing units
New Castle: 3% of housing units

Single-Parent Households

Rising costs may be displacing this population
Garfield County: 5.5% in 2019 to 5.9% in 2024
New Castle: 8.0% in 2019 to 4.2% in 2024

Aging Residents

Rising costs, fixed incomes, and changing needs may create displacement risk
Garfield County: 15% are aged 65 and over
New Castle: 16% are aged 65 and over

Disability

May have fewer employment and housing options, may be on fixed income
Garfield County: 20% of households have at least one member with a disability

REGIONAL DEVELOPMENT CHALLENGES

Land Scarcity

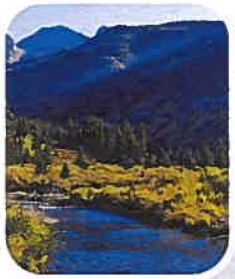
Developable land is limited

Non-Local Demand for New Product

While this pressure is more exaggerated in the upper-valley areas, as development opportunities are discovered in the lower-valley areas, the non-local demand may also migrate

Development Costs

Increasing costs of material and labor exacerbate the housing challenges in the region and make development of housing affordable to residents prohibitively expensive without financial assistance



Water Access

Garfield County's Comprehensive Plan 2030 explicitly links future growth to water availability, noting that availability of legal and physical water is a primary constraint to future development in Garfield County

POLICY PROGRAMS AND RECOMMENDATIONS

EXISTING HOUSING RESOURCES

Program	Pitkin County	Aspen	Snowmass Village	Basalt	Garfield County	Carbondale	Glenwood Springs	New Castle	Silt	Rifle	Parachute
Deed Restriction Programs	X	X	X			X	X				
Includes buy-downs and deed restriction incentive programs, either at time of sale or for existing owners											
Inclusionary Housing Policies	X	X	X	X	X	X	X	X			
Includes inclusionary housing ordinances, set-aside requirements, and affordability incentives											
Down Payment Assistance	X	X	X		X		X				
Includes grants, loans, or deed restriction incentives or contributions to down payment assistance programs											
Employee Housing Programs	X	X	X				X	X			
Includes deed-restricted units and down payment assistance specifically for town											
Habitat for Humanity	X		X	X	X	X	X	X			
Communities with current or planned Habitat for Humanity developments											
Rental Assistance		X					X				
Includes grants and loans for first/last month rent and security deposit											
ADU Incentives		X	X	X	X		X			X	
Includes loans, grants, and fee waivers for ADU construction for local housing											
Fee waivers and reductions		X		X	X	X	X	X			
Includes utility fees, permitting fees, and other development costs											

Source: Respective Towns and Counties, Economic & Planning Systems

REGIONAL STRATEGIES

Partnership Building

- Formalize relationships and commitments (IGAs)
- Enable ongoing regional collaboration (cross-regional funding)

Collaboration

- Continue participating in the WMRHC
- Consider establishing a housing roundtable

Education

- Establish a central education resource for residents
- Consider establishing a "Housing Navigator" position within a regional entity

COUNTY AND LOCAL STRATEGIES

Programs and Preservation

- Prioritize preserving mobile home communities
- Preserve existing affordability – DRs, permanent affordability in new development
- Update DRs for regional consistency
- Other tools: CLTs and shared equity models

Partnerships

- Encourage regional collaboration through IGAs and other partnership mechanisms
- Pursue partnerships with developers and landowners

Planning

- Support housing near planned transit
- Promote housing diversity in type and price points
- Tools: Comp Plans, community housing plans, zoning

Funding

- Recognize the need for funding, and expand availability
- Explore countywide/regional option and a local share back

Regulation

- Explore infill incentives, fee reductions, etc

Development

- Prioritize development where infrastructure exists
- Consider infrastructure opportunities and constraints in planning for larger developments
- Support the development of various housing types

QUESTIONS

APPENDIX

NEW CASTLE NET NEED

Description	New Castle								
	Existing Shortage			Projected Need			Net Housing Need		
	Total	Owner	Rental	Total	Owner	Rental	Total	Owner	Rental
Extremely Low Income (<30% AMI)	6	0	6	0	0	0	6	0	6
Very Low Income (31 - 50% AMI)	5	0	5	0	0	0	5	0	5
Low Income									
51% - 60% AMI	3	0	3	3	0	3	7	0	7
61% - 70% AMI	3	0	3	6	0	6	8	0	8
71% - 80% AMI	3	0	3	9	0	9	12	0	12
Moderate Income									
81% - 90% AMI	3	0	3	10	0	10	13	0	13
91% - 100% AMI	4	2	2	4	2	2	8	4	4
101% - 110% AMI	4	2	2	4	2	2	8	4	4
111% - 120% AMI	4	2	2	11	6	5	15	8	7
Middle Income									
121% - 135% AMI	2	1	1	7	4	3	10	5	4
136% - 150% AMI	2	1	1	4	2	2	7	4	3
151% - 180% AMI	5	3	1	2	2	1	7	5	2
181% - 200% AMI	2	1	1	2	1	1	4	3	1
Greater than 200% AMI	13	9	4	5	4	1	18	13	5
Total	**58**	**22**	**36**	**68**	**23**	**45**	**126**	**45**	**81**

Source: U.S. Census Bureau, Colorado Dept. of Labor & Employment (CDLE), LEHD, CHFA, Economic & Planning Systems

GARFIELD COUNTY NET NEED

Description	Garfield County								
	Existing Shortage			Projected Need			Net Housing Need		
	Total	Owner	Rental	Total	Owner	Rental	Total	Owner	Rental
Extremely Low Income (<30% AMI)	232	0	232	0	0	0	232	0	232
Very Low Income (31 - 50% AMI)	162	0	162	0	0	0	162	0	162
Low Income									
51% - 60% AMI	81	0	81	133	0	133	215	0	215
61% - 70% AMI	92	0	92	255	0	255	347	0	347
71% - 80% AMI	88	0	88	427	0	427	515	0	515
Moderate Income									
81% - 90% AMI	91	0	91	476	0	476	567	0	567
91% - 100% AMI	71	41	30	149	74	75	220	115	105
101% - 110% AMI	71	41	30	162	81	81	233	122	112
111% - 120% AMI	63	40	23	462	232	230	525	272	253
Middle Income									
121% - 135% AMI	81	54	28	307	154	153	388	208	181
136% - 150% AMI	104	54	51	188	95	93	292	149	143
151% - 180% AMI	204	144	60	92	65	27	296	209	87
181% - 200% AMI	63	45	18	81	57	24	144	102	42
Greater than 200% AMI	278	197	81	215	152	63	493	349	144
Total	**1,683**	**615**	**1,068**	**2,947**	**910**	**2,036**	**4,630**	**1,525**	**3,105**

Source: U.S. Census Bureau, Colorado Dept. of Labor & Employment (CDLE), LEHD, CHFA, Economic & Planning Systems

Exhibit 3 to 7.7.2026 Council Minutes

Middle Colorado Watershed Council & Colorado River Wildfire Collaborative

Town of New Castle, July 7, 2026

Our work

Middle Colorado Watershed Council brings people together to:

- **Protect water quality and availability**
- **Reduce wildfire risk, and**
- **Strengthen the long-term health of the middle Colorado River watershed through shared understanding and coordinated action.**

Team members here tonight

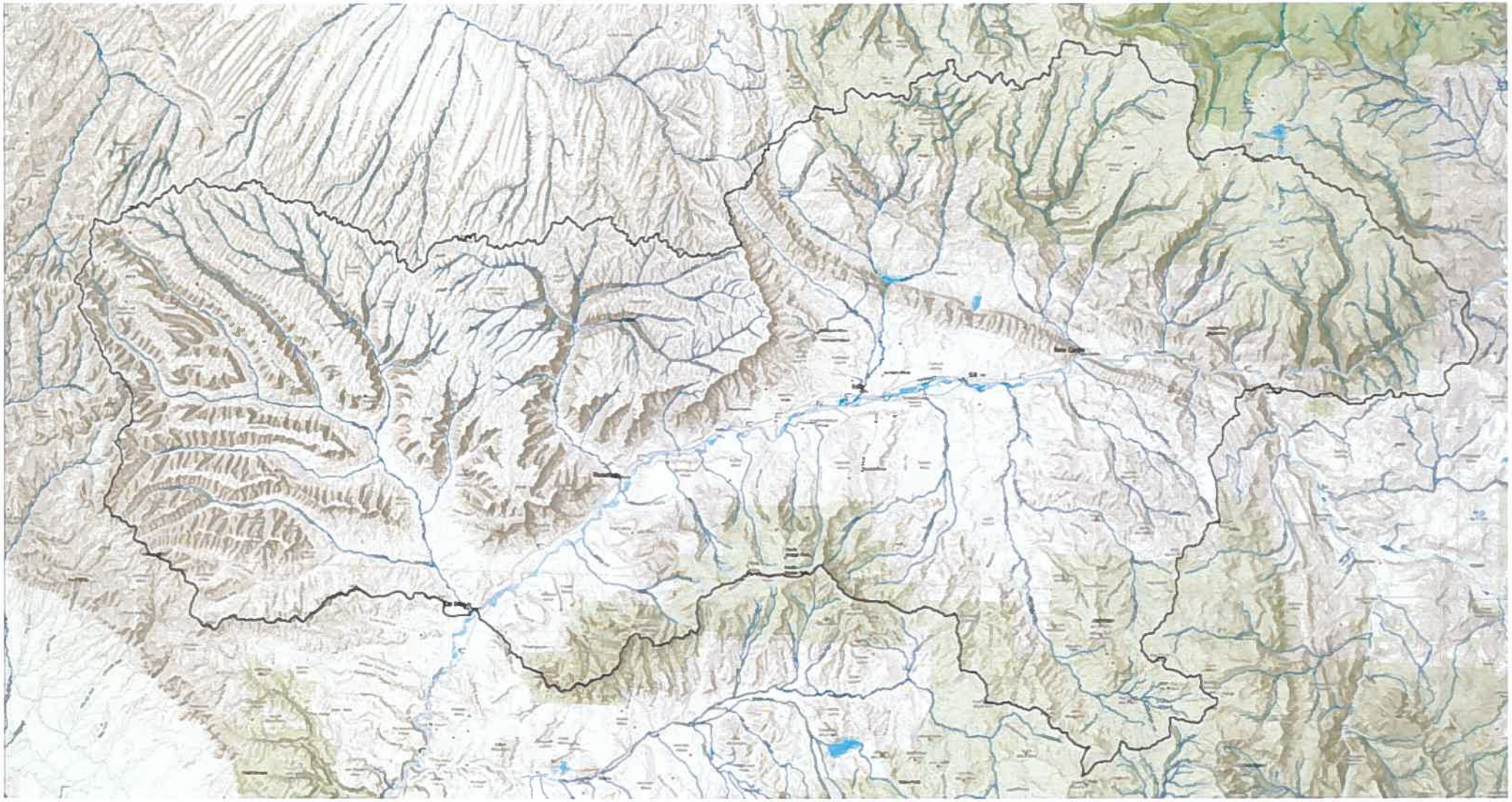
Staff

Kate Collins, Executive Director

Sam Feuerborn, Program Manager CRWC

Board

Caitlin Carey, New Castle Town Council Member & MCWC Vice President



Middle Colorado Watershed Council

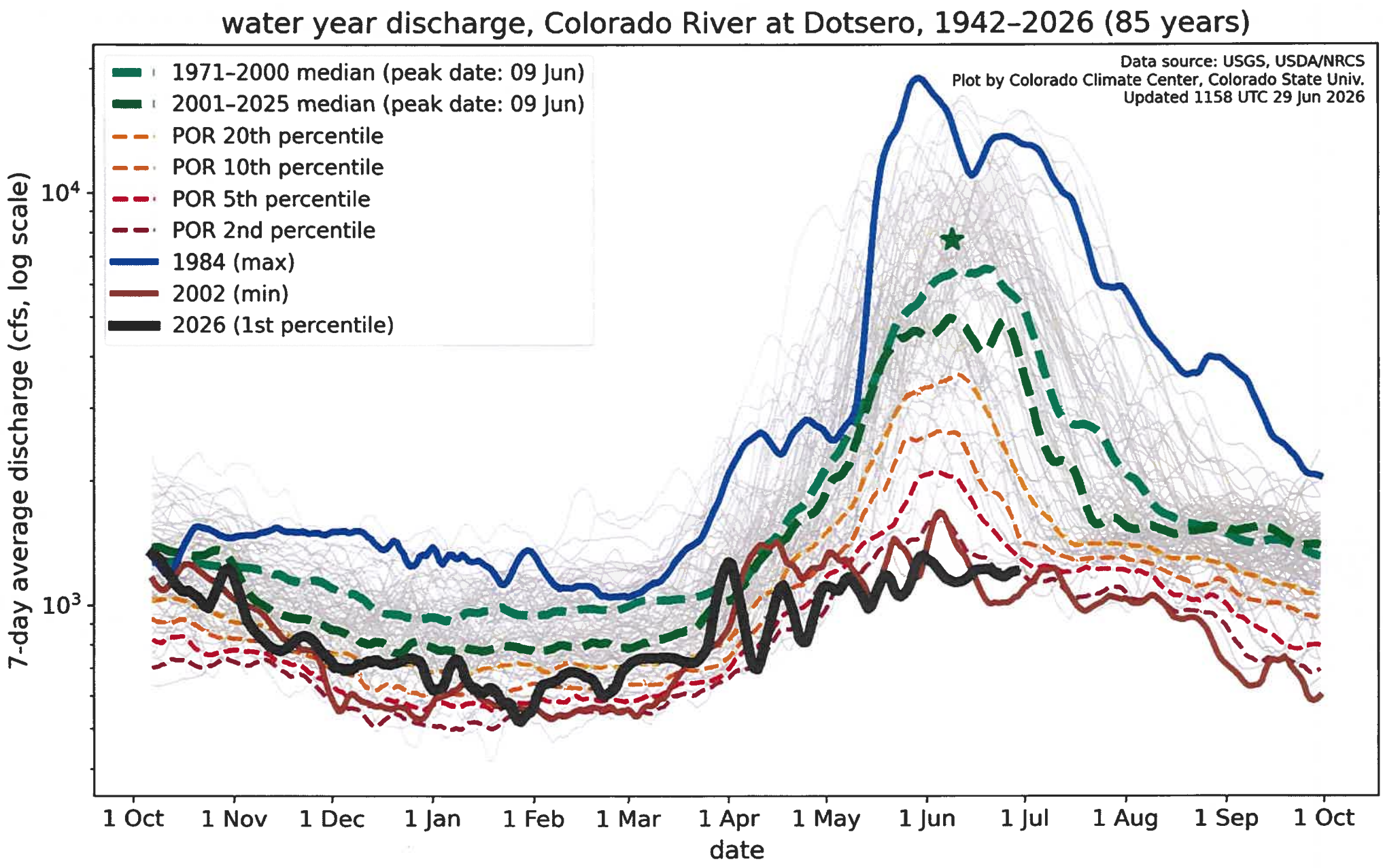
Partnering for a resilient watershed, by convening:

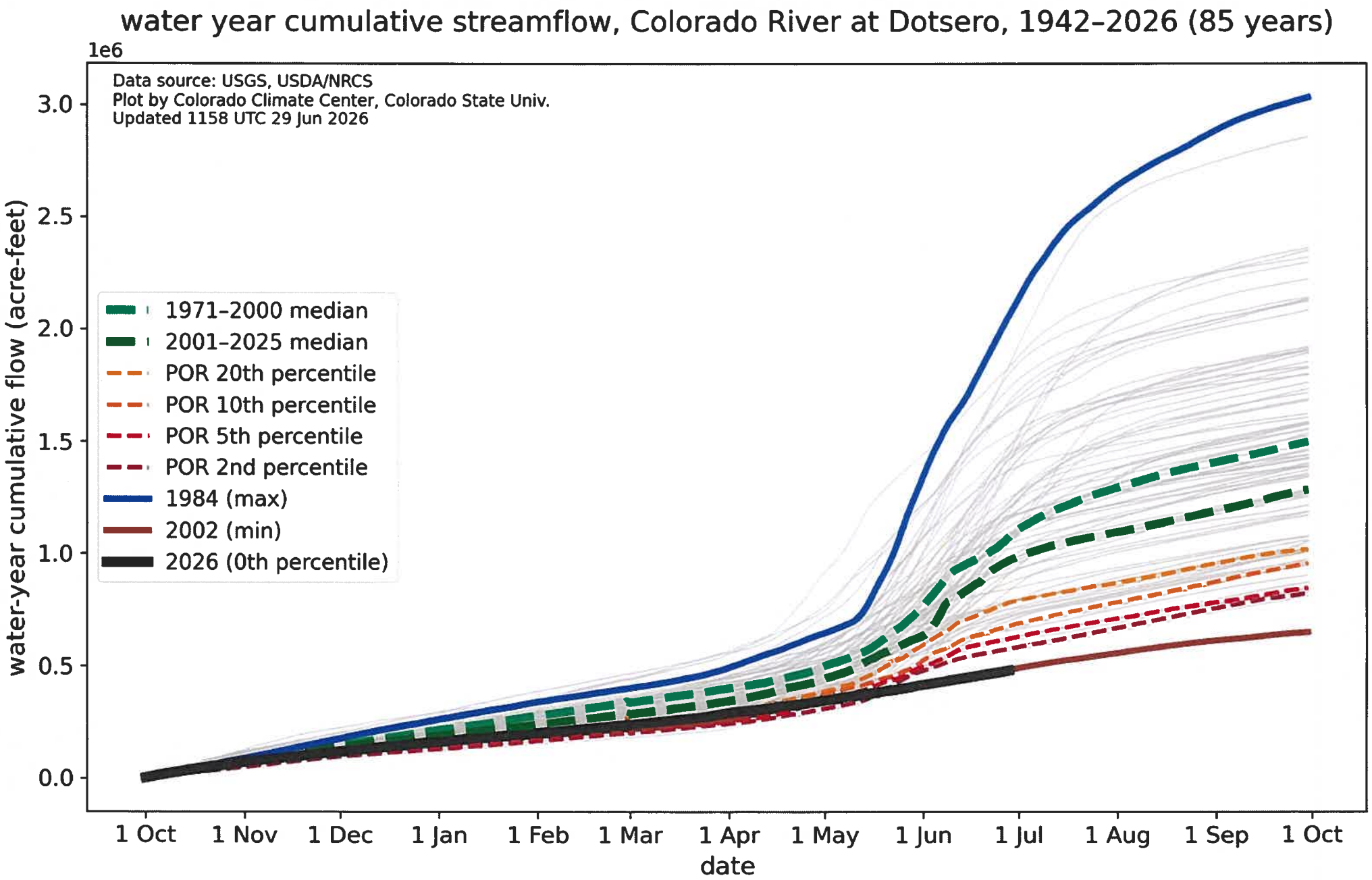
- Federal, state and local/regional governments
- Landowners
- Agencies
- Organizations
- Businesses/Industry
- Institutions
- Individuals

Middle Colorado Watershed Council

Threats to the watershed:

- Drought
- Aridity
- Erosion
- Wildfire & Post-Wildfire Hazards/Water Quality


water year discharge, Colorado River at Dotsero, 1942–2026 (85 years)
1971–2000 median (peak date: 09 Jun)
2001–2025 median (peak date: 09 Jun)
POR 20th percentile
POR 10th percentile
POR 5th percentile
POR 2nd percentile
1984 (max)
2002 (min)
2026 (1st percentile)
Data source: USGS, USDA/NRCS
Plot by Colorado Climate Center, Colorado State Univ.
Updated 1158 UTC 29 Jun 2026
7-day average discharge (cfs, log scale)
10^4
10^3
1 Oct
1 Nov
1 Dec
1 Jan
1 Feb
1 Mar
1 Apr
1 May
1 Jun
1 Jul
1 Aug
1 Sep
1 Oct
date


water year cumulative streamflow, Colorado River at Dotsero, 1942–2026 (85 years)
1e6
Data source: USGS, USDA/NRCS
Plot by Colorado Climate Center, Colorado State Univ.
Updated 1158 UTC 29 Jun 2026
1971–2000 median
2001–2025 median
POR 20th percentile
POR 10th percentile
POR 5th percentile
POR 2nd percentile
1984 (max)
2002 (min)
2026 (0th percentile)
water-year cumulative flow (acre-feet)
3.0
2.5
2.0
1.5
1.0
0.5
0.0
1 Oct
1 Nov
1 Dec
1 Jan
1 Feb
1 Mar
1 Apr
1 May
1 Jun
1 Jul
1 Aug
1 Sep
1 Oct
date

Colorado River Wildfire Collaborative

- Multijurisdictional, cross-boundary entity
- Formed in 2021
- 40+ Regional Partners signed MOU in 2022

Colorado River Wildfire Collaborative

Goals:

- Reduce wildfire risk
  - Mitigation expenses are far less than suppression/firefighting costs
- Protect infrastructure
  - Community resilience means living with fire and proactively reducing its destructive consequences.
- Prepare for post-fire recovery

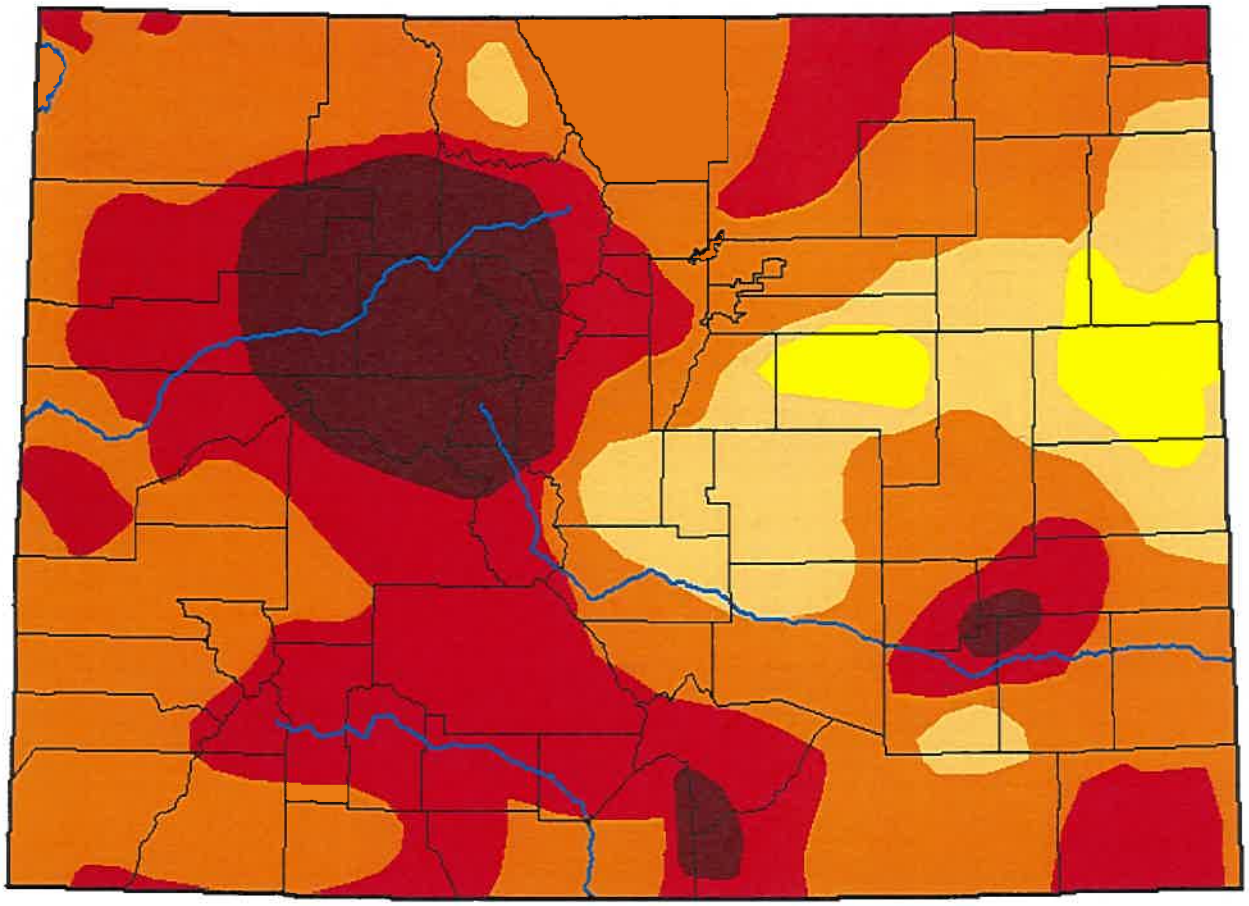
U.S. Drought Monitor

Colorado

June 23, 2026

(Released Thursday, Jun. 25, 2026)

Valid 8 a.m. EDT



Intensity:

- None
- D0 Abnormally Dry
- D1 Moderate Drought
- D2 Severe Drought
- D3 Extreme Drought
- D4 Exceptional Drought

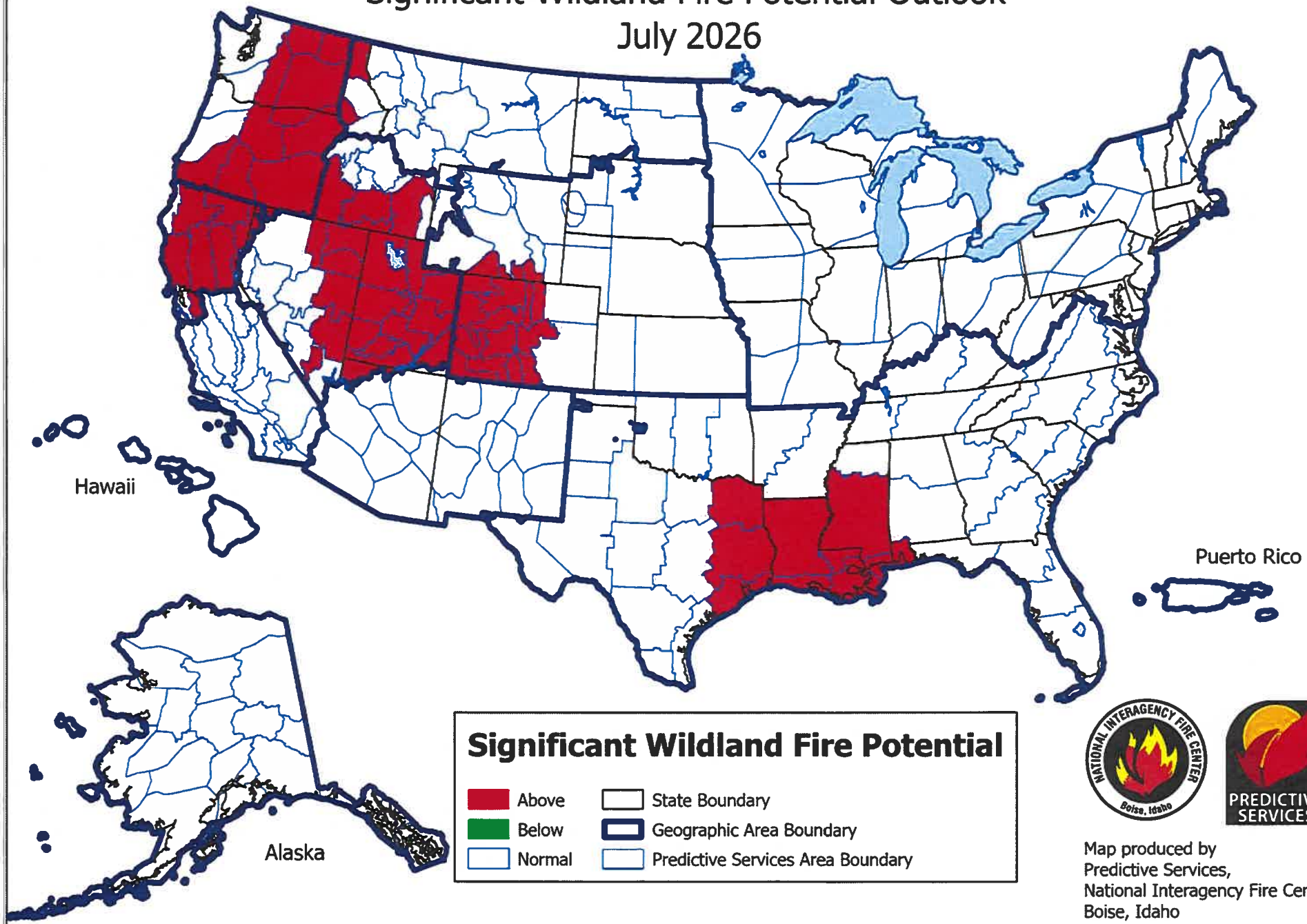
The Drought Monitor focuses on broad-scale conditions. Local conditions may vary. For more information on the Drought Monitor, go to https://droughtmonitor.unl.edu/About.aspx

Author:

Brad Rippey
U.S. Department of Agriculture

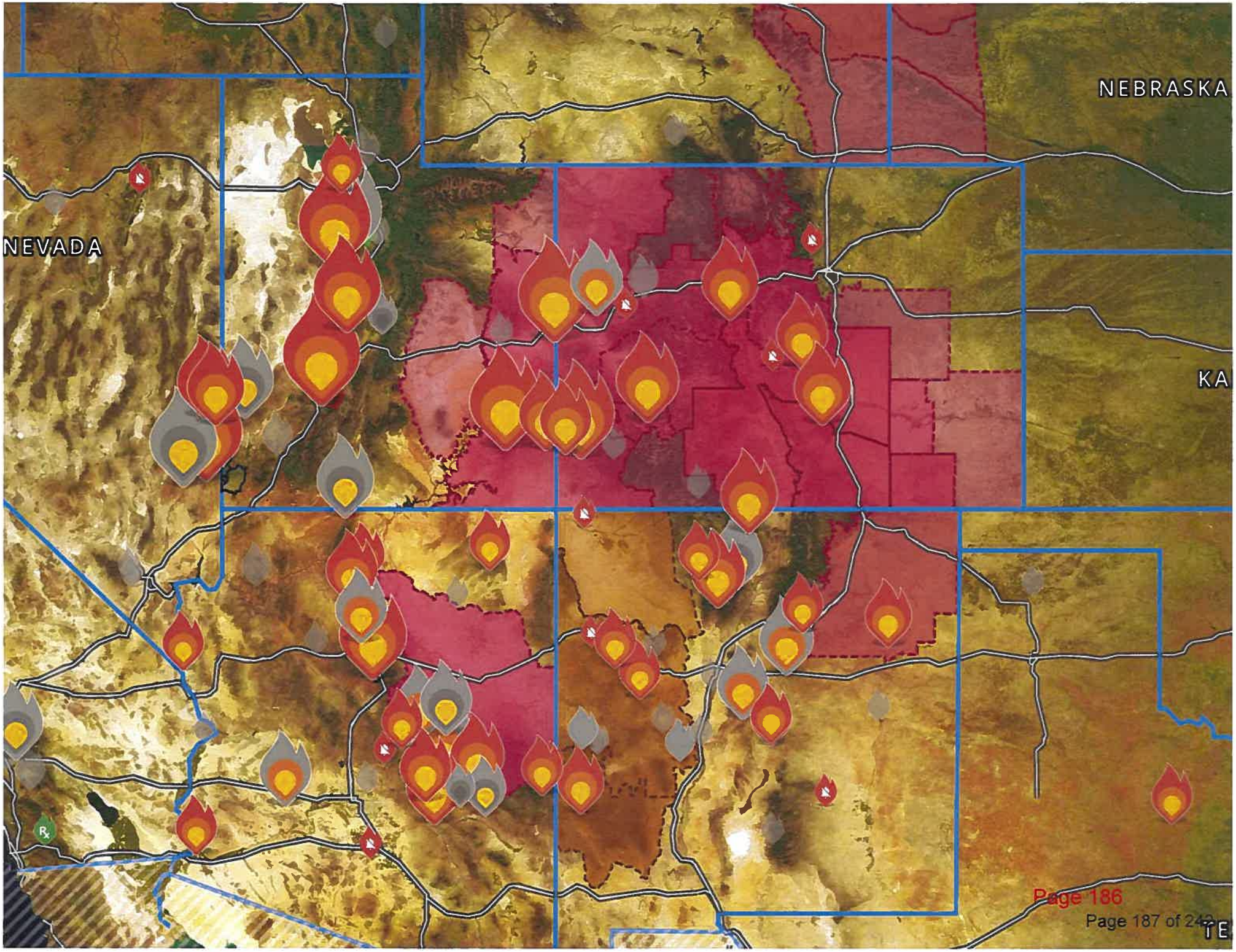
droughtmonitor.unl.edu

Significant Wildland Fire Potential Outlook
July 2026



Map produced by
Predictive Services,
National Interagency Fire Center
Boise, Idaho
Issued: April 1, 2026
Next Issue: May, 2026

Above normal significant wildland fire potential indicates a greater than usual likelihood that significant wildland fires will occur.
Significant wildland fires should be expected at typical times and intervals during normal significant wildland fire potential conditions.
Significant wildland fires are still possible but less likely than usual during forecasted below normal periods.


NEBRASKA
NEVADA
KA

Why now?

Study finds lack of local wildfire mitigation resources in northwestern Colorado, where 4th largest wildfire in state history burned last summer

Colorado State University study identified Rio Blanco, Moffat and Garfield counties as having a high fire risk but lacking local capacity for wildfire mitigation

Why now?

‘Abdication of responsibility’: Colorado denied federal funds to aid recovery from 5th largest wildfire in the state’s history

Colorado’s entire congressional delegation, including four Republican lawmakers, had called on the Trump administration to issue the major disaster declarations

CRWC Administration and Funding

Work Since Inception

- CRWC continued meeting monthly and identifying projects from 2022-2025

2025 Grant Awards

- Rural Grant Navigator Program (RGN)
- Coalition and Collaboratives (CO-CO) AIM Grant

2026-2030 Grant Award

- $350k Fire Restoration and Wildfire Risk Mitigation (FRWRM) Grant
- 10 match partners supported this application
- Leveraged Rural Grant Navigator and AIM as match funding
- Full-time CRWC Program Manager for three years

CRWC Program Manager

Key Responsibilities

- Outreach and Education
  - HIZ Assessments
- Fire Adaptation and Vegetation Management Implementation
  - Mitigation coordination
  - Applying best practices
- Funding and Grant Management
- Forest Restoration & Wildfire Risk Mitigation (FRWRM) award is only for capacity funding

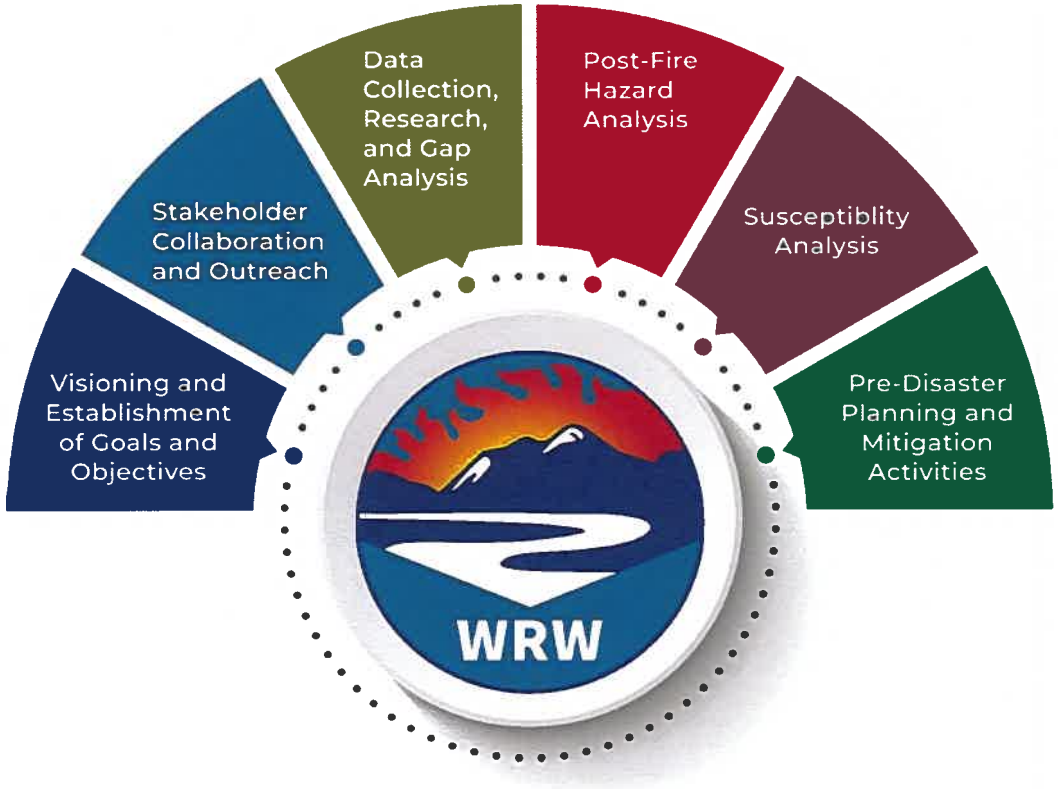
Wildfire Resources:

- Glenwood Springs Emergency Operations Management Plan
- Garfield County - Emergency Management Plan
- Garfield County Annual Operating Plan
- Watch Duty
- Local and Regional Fire Restrictions
- Local and Regional Watering Restrictions
- GarfieldCounty911
- Ready-Set-Go Program

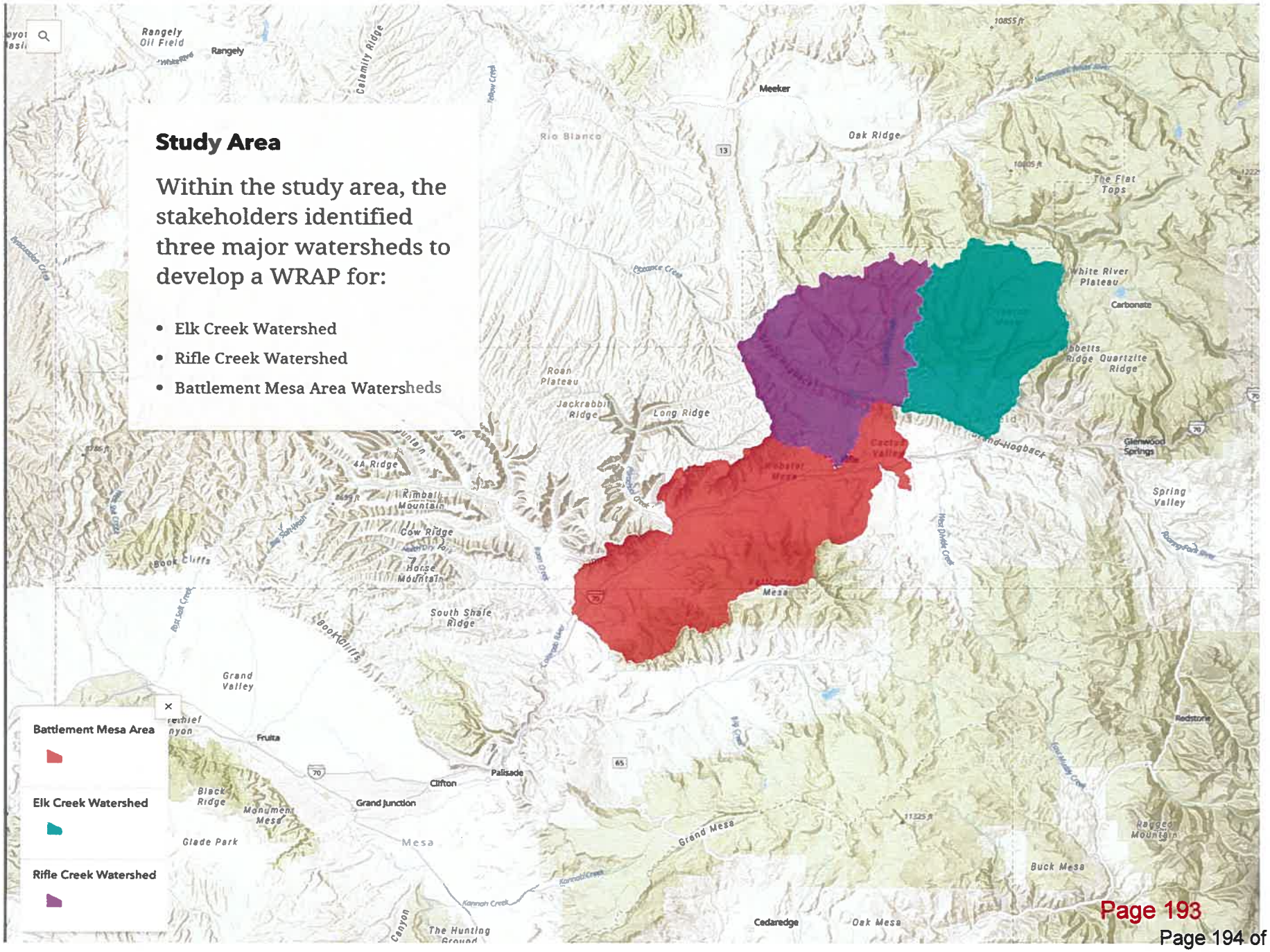
Wildfire Ready Action Plan

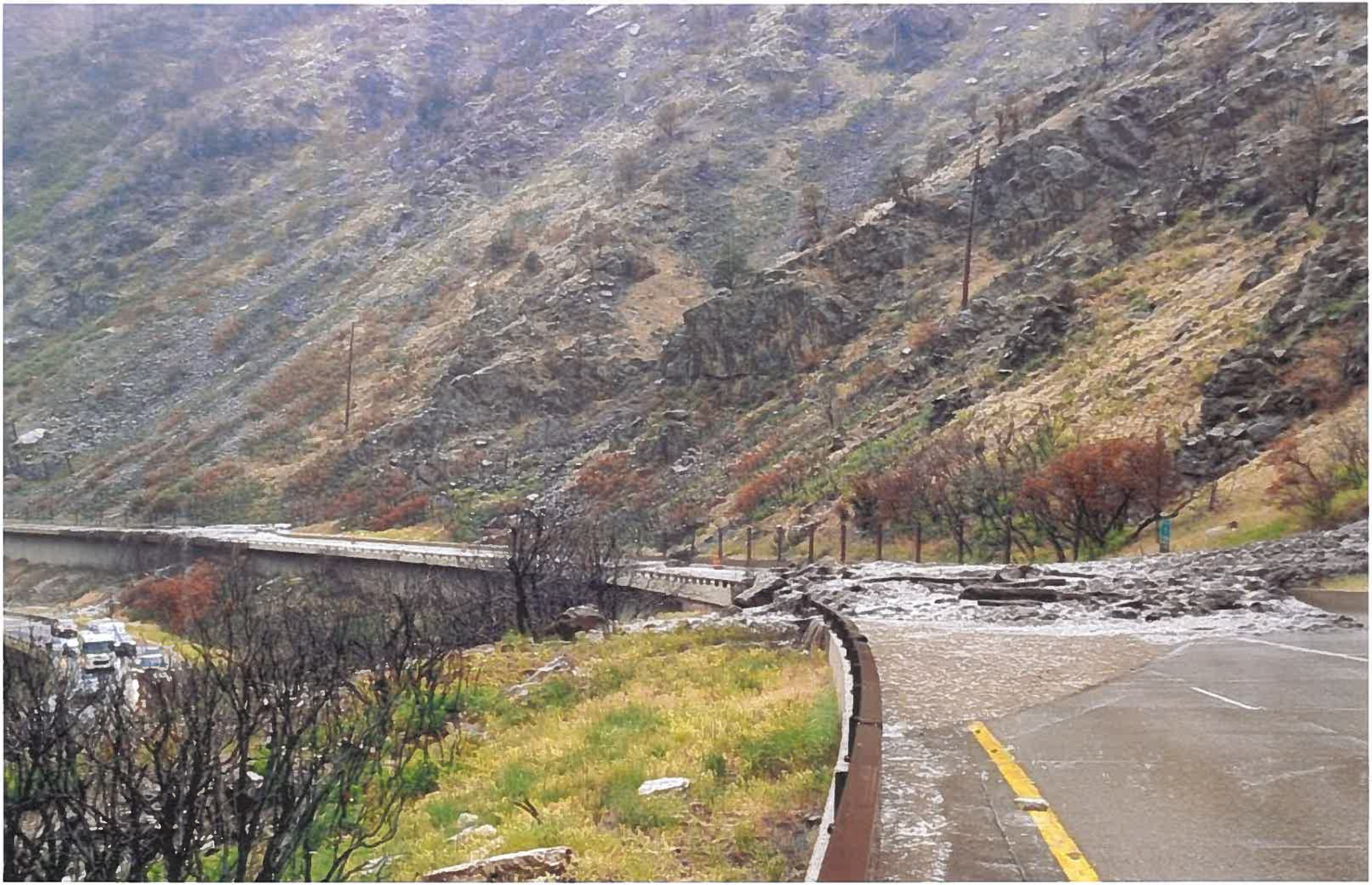
- Maps "Values at Risk" (VARs)—schools, neighborhoods, utilities & infrastructure

- Lines out a plan and priority for pre-disaster planning and mitigation.



WRAP - Storymap





Thank You!

Kate Collins, Executive Director
kcollins@midcowatershed.org
O 970-625-1829 | C 970-274-0899

Sam Feuerborn, Program Manager
sfeuerborn@midcowatershed.org
O 970-625-1829 | C 970-779-1860

Sources

As Colorado faces historically bad snowpack, a new study links low snow with more severe wildfires that damage forests

Snowpack acts like a 'savings account' for Western forests, according to the Western Colorado University researchers

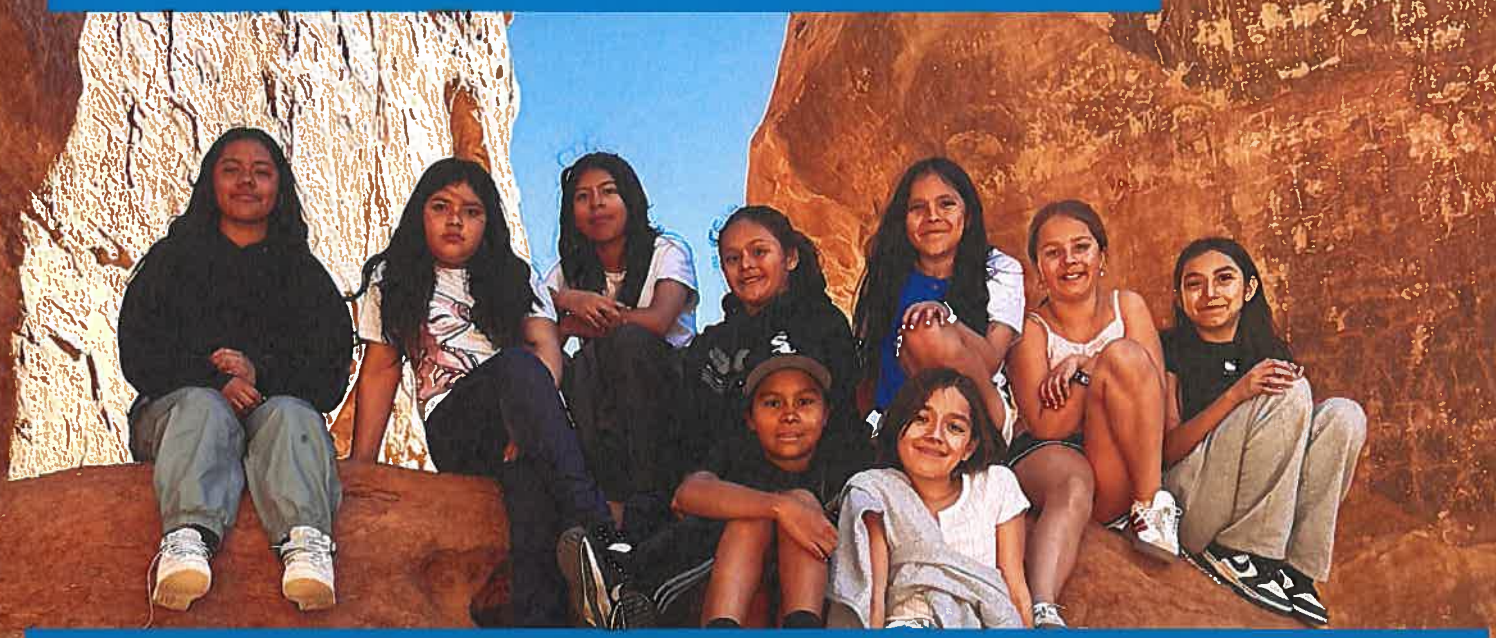
Study finds lack of local wildfire mitigation resources in northwestern Colorado, where 4th largest wildfire in state history burned last summer

Colorado State University study identified Rio Blanco, Moffat and Garfield counties as having a high fire risk but lacking local capacity for wildfire mitigation

EXHIBIT C
7.7.2026

2025 ANNUAL REPORT

Stepping Stones
of the Roaring Fork Valley



WWW.STEPPINGSTONESRFV.ORG | 1010 GARFIELD AVE. CARBONDALE, CO 81623
1630 GRAND AVE. GLENWOOD SPRINGS, CO 81601

OUR MISSION

Stepping Stones cultivates strong mentoring relationships and community spaces for youth ages 10-24 to foster personal growth, compassion, and responsibility.

OUR MODEL

EMPOWERING YOUTH TO THRIVE

Stepping Stones is a free, community-based, positive youth development organization that offers 35+ weekly drop-in hours, mentoring, case management, and wraparound services. Our Youth Program (ages 10-14) and our Young Adult Program (ages 15-24) build protective factors, offer positive relationships and promote identity, agency, and belonging to help youth flourish. Within our safe space, youth bring their strengths and struggles; we weave in relationships and resources to create a tapestry of resilience.

2025 marked a meaningful chapter of growth for Stepping Stones: we served 462 young people, double the 231 we served five years ago, and launched our drop-in center in Glenwood Springs. But numbers have never been the point. The point is Noel, who came to us in crisis and left with a therapist, a plan, and a future. The point is the group of middle schoolers painting a mural they'll walk past for years. The point is the parent who wrote to us: "Thank you for helping my children feel like they belong, and for creating a better future for them."

We live in a region where youth report some of the lowest connections to caring adults in the state- at the exact moment in their lives, ages 10 to 24, when the brain is most open to growth and most vulnerable to harm. That window is not a crisis to manage. It is an opportunity to seize. Every mentoring relationship, every shared meal, every goal achieved is a permanent investment in a young person's capacity to thrive.

This progress is made possible by staff who show up with compassion, lived experience, and an unwavering belief that every young person has strengths worth revealing, and is not a problem to be fixed. To our partners, donors, and community: thank you. What we are building together is not just a program. It is a tapestry, and every one of you is a thread.

-Kyle Crawley, Executive Director

A DAY IN THE LIFE

Snapshot of our drop-in centers

On any given afternoon at Stepping Stones, here's what you'll find.

YOU MIGHT SEE...

- In the kitchen, 3 youth cooking for the whole program (after budgeting & shopping)
- In a back room, high school seniors planning a service learning trip
- 6 middle schoolers painting a mural, guided by our bilingual teaching artist, to express themselves & create ownership over our space
- Downstairs, 2 teens writing a song on guitar and keys
- Upstairs, 3 youth going head-to-head in Super Smash Bros
- In the wellness center, a 1:1 workout session where a staff co-creates a weight lifting plan to support a youth's substance use reduction goal

YOU WON'T SEE...

- The closed door therapy session, addressing abuse a youth disclosed the previous day
- The mentor telling a teen we will help with rent so their family can stay in their apartment
- The youth we accompanied to court that morning as a character witness, diverting involvement in the justice system
- The in-school GSA group we ran at lunch that day, where a youth felt seen & loved for the first time in months

YOUTH DEMOGRAPHICS

462 youth served

66% live with a visible or invisible disability

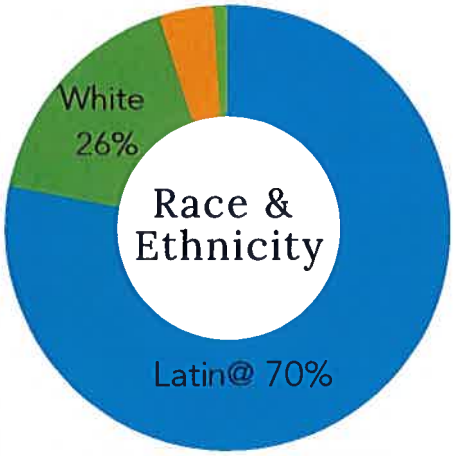
37% experienced homelessness*
*Young Adult mentees

31% identify as LGBTQ+
*Young Adult mentees

Average Participant Age: 16

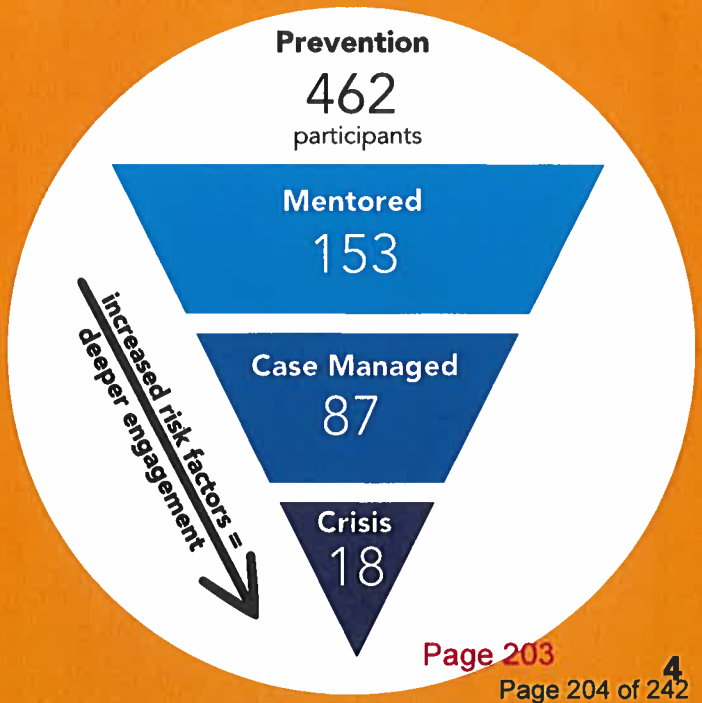
14% Justice-Involved (includes victims)

8 out of 10 live in families with low incomes



DEPTH OF PARTICIPANT ENGAGEMENT

Our holistic program model incorporates risk prevention and crisis intervention. All participants access prevention services, such as drop-in hours, daily meals & recreational outings. Participants move seamlessly into (and out of) deeper engagement as needed, dependent on life events and risk factors.



GLENWOOD SPRINGS EXPANSION

For years, youth and families in Glenwood Springs asked the same question: when are you coming here? In 2024, we began answering and launched in-school programming at Yampah Mountain High School and Glenwood Springs High School, serving 71 young people through weekly affinity groups and building the community relationships that make everything else possible. In 2025, we opened our Glenwood Springs drop-in center, creating a free, welcoming space where young people can find trusted adults, build friendships, access resources, and simply belong. Every young person in this valley deserves a place like this. Now more of them have one.

103 youth served through new Glenwood programs

OUR AMAZING TEAM

Governor Jared Polis poses with staff at our fundraiser

BOARD OF DIRECTORS

Ben Sherman
Evin Sartin
Paty Ramirez
Temple Glassier*
Nick Hough
Kelly Medina*
Andy Modell*
Kristin Nelson*

*Advisory Council

YOUTH ADVISORY COUNCIL

Andres M.
Isabella L.
Tabatha G.
Maria Jose D.
Aaron L.
Aniya J.
Nicole T.
Eric F.
Lennin U.

MENTORING

YOUTH MENTORING

Relationships are the intervention.

Research demonstrates that trusted adult relationships are among the most powerful prevention strategies available to promote healthy youth outcomes. Young people who have an adult they can turn to for help are 3.5x less likely to attempt suicide, and show measurably better mental, physical, and educational outcomes across their lives. New national data reinforces the stakes: 45% of young people report mental health challenges, yet 62% of those who struggle do not receive the care they need, with stigma, lack of awareness, and the absence of a trusted adult cited as the most common barriers. Despite this, youth in our region report some of the lowest connections to caring adults in the state. Our mentoring and case management address this directly-- not through referrals or intake forms, but through consistent, long-term relationships with trained staff who share lived experience with the youth they serve.
(Data: Search Institute 2024, CDPHE 2023, Bruce et al. 2014, Surgo Health YMHT 2025)

> "The staff at Stepping Stones **really care,** and are **there for you** no matter what."
> *-Youth Participant*

On our Search Institute survey, youth reported:

100% my mentor respects me

96% my mentor helps me solve challenges in my life

94% my mentor makes me feel like I matter

2,656 Mentoring & Case Management Sessions

Youth chose to focus on:

1,360 - Basic needs
1,211 - Social emotional skills
1,076 - Mental health
1,015 - Academics
725 - Goal Attainment
708 - Family
574 - Job / employment
482 - Health & wellness
419 - Housing/independent living

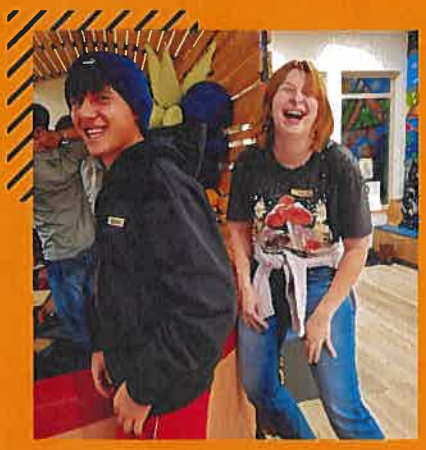
87% Mentees involved for >1 year

8 Diverse, highly-trained staff who share lived experience with youth

Because the most credible voice in the room is someone who's been there. Adolescents value emotionally reciprocal relationships with relatable adults who understand their specific lived experiences - above all other forms of support. (Surgo Health YMHT, 2025)

SAFE SPACE

A place to belong. A community to help youth grow.



For many young people in the Roaring Fork Valley, Stepping Stones is their third space: not home, not school, but the place in between where they can simply be on their own terms. In a generation facing an epidemic of loneliness, that kind of space is increasingly rare, and in rural communities, it is nearly nonexistent. Youth come here to build friendships that last, discover who they are, and develop the confidence to pursue who they want to become. They come back because this is a place where identity is explored without judgment, where empowerment is built through real relationships and experiences, and where a trusted adult is always within reach. Beyond belonging, our centers serve as a community hub, connecting youth and families to the resources, services, and opportunities they need to thrive. For many young people, Stepping Stones is the first place that has ever felt entirely theirs.

(Data: US Surgeon General 2023; Crisis Text Line / Common Good Labs, 2024)

8,008 visits to drop-in centers

35+ hours weekly drop-in programming

daily home-cooked meals

Every evening, youth gather around the table to share food, stories, and laughter.

$0 participant fees

7,500 ft.² facilities with:

two community kitchens, music studio, recreational rooms, art studio, lounge space, counseling room, basketball court, wellness center

> "Stepping Stones feels like chosen family."
>
> **-Young Adult Participant**

> "Stepping Stones makes me feel welcome and part of a community, so I can open up."
>
> **-Youth Participant**

97% of participants report Stepping Stones cultivates a strong culturally-responsive environment

92% of participants report Stepping Stones expands their possibilities for the future

2x the number of youth served in 2025 (462) compared to 2020 (231)

Youth Program
Ages 10-14
Carbondale

Young Adult Program
Ages 15-24
Carbondale

Young Adult Program
Ages 15-24
Glenwood Springs

BASIC NEEDS SERVICES

BASIC NEEDS SERVICES

A young person can't grow roots without somewhere to stand.

Youth cannot focus on their future when their family is facing eviction, skipping meals, or navigating a medical crisis alone. Before mentoring, before therapy, before goal-setting - the basics have to be handled. That is why Stepping Stones invests deeply in the foundational needs of every participant and their family: daily home-cooked meals, bus passes, emergency financial assistance, and access to clothing, hygiene, laundry, and healthcare. In 2025, we served meals, distributed bus passes, and disbursed emergency assistance to families in crisis, covering rent, groceries, medical bills, and more. These aren't supplemental services. They are the conditions that make every other form of growth possible. When a family is stable, a young person can finally look up.

7,000+ meals served

100s laundry loads, showers, haircuts, clothing & hygiene items accessed

620+ bus passes distributed

$28,867 distributed in emergency assistance to 84 families

When our families face unexpected, challenging circumstances, they can apply for assistance to cover rent, groceries, medical bills, scholarships, therapy, and more. Supporting the entire family reduces household stress and builds protective factors.

"There is no problem you won't try to find a solution for."
-Parent

95% of our participants identify with a historically-underserved group

Youth Story

When a teen came to drop-in, no one knew he was also homeless, uninsured, and carrying the weight of his parents' addiction alone. Once he felt safe enough to tell us, Stepping Stones moved fast — emergency funds for temporary housing, a covered medical bill, active mentoring, and connections to services for his whole family. He came in with no trusted adult. He left with an entire team.

MENTAL HEALTH SERVICES

We don't wait for a diagnosis to take a young person's mental health seriously.

Youth mental health in Colorado has reached a breaking point, and our staff see it every single day. Suicide remains the leading cause of death for Coloradans ages 15 to 24, and nationally, 45% of young people report mental health challenges, yet 62% of those who struggle never receive complete care - held back by stigma, cost, waitlists, and the absence of an adult they trust enough to tell. Stepping Stones removes every one of those barriers at once: we are free, we are staffed by adults young people already know, and we meet them in the room where they already feel safe - long before a diagnosis, long before a crisis. For many youth, we are the first place they have ever disclosed a mental health struggle, and we take that trust seriously.

(Data: CDPHE 2023, US Surgeon General 2023, CDC 2023, Surgo Health YMHT 2025)

2 on-site therapists
1 bilingual & bicultural

35 youth engaged in therapy

11 parents engaged in therapy

402 free on-site therapy sessions

> [My therapist] has helped me feel better and more confident. My mental health is much better since starting therapy at Stepping Stones.
>
> *-Youth Participant*

1,076 mental health focused mentoring sessions

6 youth trained & certified in bilingual mental health first aid

10-24 ages of rapid brain development, which creates a profound opportunity to build resilience and self-regulation skills

100% of youth working with on-site therapists report:

- Improved access to support when struggling with mental health
- Better tools to cope with life & emotions
- Improved mental health symptoms (depression/ anxiety/PTSD, etc)

> When I came to Stepping Stones I was so nervous, and anxious of new people. I was reluctant to open up. But I kept showing up because the employees here at Stepping Stones made me feel included and wanted. It got me out of my house, and it has helped my mental health so much.
>
> *-Young Adult Participant*

CRISIS RESPONSE

CRISIS RESPONSE

As adults in a position of trust, youth come to us in times of deep need.

Our staff is available outside of program hours, on evenings and weekends when crises often arise. We are trained in suicide response and mental health first aid to ensure we are prepared to respond with compassion and competence. Last year, we supported youth through crises that included homelessness, abuse, drug overdose, missing persons, mental health crises and suicidal ideations/suicide.

SNAPSHOT OF A CRISIS

Alex tells their mentor they are unsafe (self-harm/ suicidal ideation, homelessness/eviction; abuse/neglect; substance use,etc.)

Mentor conducts an immediate safety assessment

Mentor engages with Stepping Stones team to create collaborative action plan and assign roles

Mentor contacts family & initiates family support

Mentor connects Alex with therapy

Stepping Stones offers scholarship to cover therapy

Stepping Stones team makes plan to meet basic needs (housing, food, transportation, clothing, employment)

Supervisor communicates with relevant partners (i.e. school, Aspen Hope Center, Family Resource Center, DHS, law enforcement)

All of the above occurs within a 24-hour period

Stepping Stones team provides ongoing case management, accompaniment, and intensive mentoring to transition Alex out of crisis

(Incl. peer support structures, accompaniment, interpretation, etc.)

24
crisis response incidents

84
sessions addressing safety concerns

SKILL DEVELOPMENT

Our staff works with each participant to identify & pursue goals.

This promotes agency, develops consequential thinking, provides accountability, and improves outcomes for youth.

655
youth goals achieved
including starting therapy, getting a job, improving grades, or reducing substance use

50%
growth in goals acheived
year-over-year

95%
employment rate for youth ages 15+

3
peer mentors
Young Adult participants paid to work in Youth Program

> [My mentor] helped me make a resume and get my first job!
>
> -Young Adult Participant

EXPERIENTIAL ACTIVITIES

We broaden horizons through exposure to arts, cultural, and recreational activities.

Through challenging, supported experiences youth build confidence, resilience, and pro-social skills. When a youth learns to ski for the first time, they are also building the belief that difficult things are possible.

> I went camping for the first time, and I was nervous to sleep in a tent. But being with friends and stargazing made it all worth it.
>
> -Young Adult Participant

97
experiential outings,
including: camping, yoga, graffiti art, pottery, paddleboarding, fishing, ice skating, skiing, horseback riding, service projects, and more

6
graduating seniors
who went on a camping, service learning, and Denver trip

COMMUNITY CONNECTIONS

Our centers are a community hub, connecting youth and families with the holistic supports they need to thrive.

Each connection builds resilience and strength for youth and families, weaving a web of resources to promote health and wellbeing.

393 linkages to supportive services
(referrals to employment, athletics, counseling, health & wellness, interest-based activities, financial assistance)

87 case managed youth
who need a deeper level of support, to address concerns from housing insecurity to substance use disorder

Youth Story

Mari came to us through a friend — a quiet 15-year-old whose school attendance had been slipping for months. What looked like disengagement turned out to be something else entirely: her family was doubling up in a single room with relatives and three siblings, and she hadn't told anyone. Within two weeks, her mentor had connected the family to a local housing nonprofit for emergency placement support, looped in the Family Resource Center for utility and food assistance, coordinated with her school to build a modified schedule that accounted for the instability at home, and connected her mother to an English language program. Mari's grades recovered. More importantly, she started showing up — to school, to Stepping Stones, and eventually to her own future. No single organization could have done this alone. That's exactly the point.

Key Community Partners:

- A Way Out
- Advocate Safehouse
- Alpine Legal Services
- Aspen Hope Center
- Aspen Snowmass
- Buddy Program
- Carbondale Parks & Rec
- Carbondale Arts
- CMC
- DHS
- English in Action
- Family Resource Center
- Holiday Baskets
- Health Solutions West
- Justice Works
- Kim Reil
- La Clinica del Pueblo
- Lawyers
- LIFT-UP
- Mid-Valley Family Practice
- Mtn. Family Health
- RFTA
- RFOV
- River Bridge Regional Ctr.
- Roaring Fork Schools
- Roaring Fork PreCollegiate
- Tom's Door
- Valley Settlement
- Windwalkers
- Yampah Mtn. High School
- YouthZone

Spotlight: Wellness Center

Participants enjoy a yoga session in our wellness center

Our on-site wellness center is more than a gym — it's where mentors and youth set goals together, where therapists use movement as part of healing, and where parents join bilingual fitness classes alongside their kids. Mind-body connection is built in.

4 weekly bilingual family fitness classes including HIIT, yoga & Zumba

> The yoga and meditation classes I lead for moms and teens has such a profound impact; what an opportunity to support them in their journey!
>
> *Yoga Instructor, Alejandra Rico Bustillos*

EDUCATIONAL SUPPORT

Partnering with schools. Championing students. Opening doors to what comes next.

Stepping Stones embeds staff directly in schools five days a week, not to replace what schools offer, but to bridge the gap between a young person's classroom potential and the real-world circumstances that threaten to pull them away from it. We offer daily tutoring, in-school support groups, and collaborative case management for high risk students. Research shows that programs like Stepping Stones improve academic achievement, increase self-confidence, promote matriculation to higher education, and reduce risky behaviors. (Data: CPR 2023, Durlak & Weissberg 2007; Little, Wimer & Weiss 2008).

> "I'm so thankful to have Stepping Stones as a resource for my students who need extra support. They are a critical community partner."
>
> *-Teacher*

> "Many students today don't feel like they have a safe space or a place where they can go to talk to someone. Stepping Stones is important because it makes us feel wanted and included."
>
> *-Young Adult Participant*

1,015 mentoring sessions focused on school or academics

213 academic goals achieved including: improved attendance and grades, completing capstone projects, college admittance, applying for college scholarships

6+ hours of tutoring available per week at drop-in centers

5 days per week in schools

13 weekly support groups / affinity spaces, including: life skills, substance use peer support, ELD support, GSAs in:

- **Bridges High School**
- **Carbondale Middle School**
- **Glenwood Springs High School**
- **Roaring Fork High School**
- **Yampah Mountain High School**

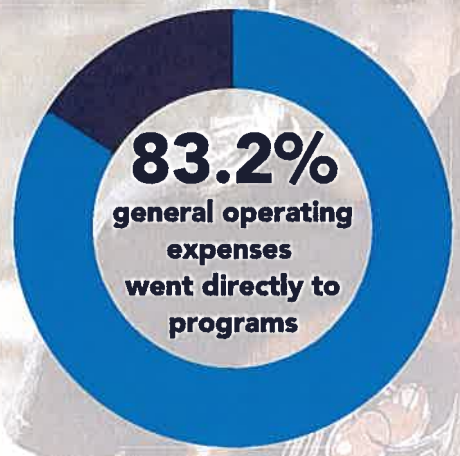
272 in-school group sessions

FINANCIAL REPORT 2025

INCOME
$1,284,477

271
Individual Donors
$541,365

26
Grants & Foundations
$655,329



$250,000
Designated Glenwood Springs Expansion

EXPENSES
$1,016,785

2x
Budget Growth since 2020

2x
Youth Served since 2020
231 → 462

OUR DONORS

ELEVATION 14,163 ft
MAROON PEAK LEVEL $5,000+

Alpine Bank
Anonymous
Aspen Thrift Shop
Baguettes Advised Fund
Born This Way Foundation
Caring for Colorado Foundation
City of Aspen
City of Glenwood Springs
Colorado Extreme Hockey
Kristin & Raymond Cool
Denver Broncos Foundation
Friedman Family Foundation
Jonathan D + Mark C. Lewis Fdn
KNU For Kids Foundation
Kuzmich Family Charitable Fund
Michael E. McGoldrick Foundation
John & Caroline Moore
Kristin Nelson
Nonprofit Finance Fund
North Star Foundation
Pitkin County Commissioners
Roaring Fork School District RE-1
Rocky Mountain Health Foundation
Tyler Stableford & Megan Currier
Eunice & Joshua Stone Foundation
The Colorado Health Foundation
The Colorado Trust
The Foundation for a Stable Childhood
The Thendara Foundation
Think 360 Arts for Learning
Tom's Door
Karen Ulman
Western Colorado Community Fdn
Georgine Young
Mark Young

ELEVATION 14,131 ft
CAPITOL PEAK LEVEL $2,500 - $4,999

Anonymous
Mike & Laura Kaplan Advised Fund
Richard & Marianne Kipper
Garfield & Hecht
Craig & Esther Navias Advised Fund
Rebekah's Lodge
Jill & Richard Rogers
Snowmass Chapel
Whole Foods

ELEVATION 12,965 ft

MT. SOPRIS PEAK LEVEL $1,000 - $2,499

Colorado 500 Charities Fd
Evans/Hahn Foundation
Forum Phi Architecture
Garfield & Hecht
Kathy Hegberg
Nick Hough
Humphrey's Foundation
Ryan & Lily Larkin
Julie and John Lund
Andrew Modell
Ben Moss
Mountain Waste & Recycling
Robert Olson & Frances Ginsburg
Lorna Marie Peterson Fund
Reese Henry & Company, Inc
Pete & Katherine Rich
Rotary Club of Glenwood Springs
Savage Excavation
Schlumberger, LLC
Slo Advised Fund
Snowmass Village Rotary
Town of Basalt
Umbrella Roofing

ELEVATION 10,580 ft

SUNLIGHT PEAK LEVEL UP TO $999

Stacey Adams
Ken & Carol Adelman
Melisse Anderson
Applegate Group, Inc.
Jonathan Araujo
Aspen Snowmass Sotheby's Realty
AspenOut
Rachel Bachman Perkins
Bank of Colorado
Clare Bastable
Belmont Clean Inc.
John & Janie Bennett
Holly Benson
Sarah Berryman
Black Shack Architects
Clarence & Anne Blackwell
Megan Blaszak
Ben Bohmfalk & Megan Perkins
Wendy Bontempo
David Briscoe
Marvin Brittman
Adam Brown
Ramona Bruland
Anne Buchanan
Kallie Carpenter
Caitlin Causey
Heath Chapman
Kathryn Clark
Jennifer Close
Derron Cloud
Coldwell Banker
Colorado Gives Foundation
Michelle Cook
Alex & Caroline Cool
Erin Crawley
Mackenzie DeMoor
Andrew DePaul
Bruce & Nancy Drummond
Thomas & Lynn Dunlop
Jocelyn M. Durrance
Leigh Edlind
Gayle Embrey
Bob & Nancy Emerson
FirstBank
Donald Fleisher
Robert & Amy French
Shelley Gardineer
Edward Geiss
Jim Gilchrist & Lynn Nicholas Family
Temple Glassier
Glenwood Insurance Agency
Jessica Gonzalez
Good Clean Food Co.
Lari Goode
Jonathan & Emily Greener
Phoebe Gruel
Jill Gruenberg
Max Guzzetta
John Haines
Miranda Halverson
Matthew Hamilton
Angela Hanley
David & Mary Ann Harris
Karen Harvery
Alida Haslett
Paul Hassel
Chris & Audrey Hazleton
Katie Hmielowski
Kaaren Hoffman
Holy Cross Energy
Mary Horn
Hannah Hutchison
Sandra Johnson
Emily Jurick
Karp Neu Hanlon P.C.
Jody Kehle

ELEVATION 10,580 ft

SUNLIGHT PEAK LEVEL UP TO $999

Ralph Kehle
Sarah Kelly
Sarah Kemme
Kroger
Eric Lamb
Katie Langenhuizen
Lily Larkin
Diane Leaver
Cynthia Lesky
Mitchell Levy
Bruce & Bonnie Liebmann
Crispen Limacher
Jeanette Loya
Adrian Lujan
Amanda Madden
Tim Madden
Cara Maiolo
Linda Martin
Fabiana Martinez Hernandez
Jeff Maybon
Monica McGuckin
Cathy McNice Corbett
Kelly Medina
Cathrine Meeder
Valerie Miller
Rob Morey
Nathaniel Nieslanik
Pacific Sheet Metal
Tristin Palardy
Christine Patch
Dana Peterson
Frank & Frances Porter Family Fund
Heather Pratt
Denise Premac
Lee Reed
Susan Rhea
Riley Family Advised Fund at Aspen Community Foundation
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Becca Rogers
Bobby & Roz Brokaw Rosati
Adrian Scaife
SGM
Patrick Shaffer
Kelli Shedden
Madeline Shelton
Benjamin & Kati Sherman
Thomas & Diane Sherman
Annabelle Stableford
Danny Stone
Harper Stone
Gertrude Strassburger
Andrea Suarez
Dulce Suarez
Gabriella Sutro
Phyllis Tate
Rachel Thompson
Kelsey Trede
Elizabeth Velasco
Jacob Wallis
Erik Wardell
Debbie Watkins
Justin White
Patricia White
Quinn White
Young Guns of Rifle
Evan Zislis
Brian & Rachel Zubek

IN-KIND DONORS

10th Mountain Hut
Acquolina's
Jeanette Adams
Airi Photo Booth
Angelo's
Aspen Meadows
Aspen Music Festival & School
Aspen Rec Center
Aspen Skiing Company
Avalanche Ranch
Basalt Printing
Bethel Party Rentals
Bluebird Cafe
Bonfire
Bowlski's
Bristlecone Mountain Sports
Carbondale Community Acupuncture
Heath Chapman
Costco
CRBN Pickleball
Denver Museum of Nature and Science
Dos Gringos
Duemani's
Eagle Crest Nursery
Ebb & Flow Massage
El Jebel Autowash
El Jebeverage
Freebird Pilates
Glenwood Canyon Guides
Glenwood Caverns Adventure Park
Glenwood Hot Springs
Glenwood Parks & Recreation
Good Clean Food Co.
Goodz
Hanging Lake Adventure Company
Highlands Ale HouseHome Team BBQ
Hotel Jerome
Independence Run & Hike
Iron Mountain
Marble Jeep Tour
Masala & Curry
Mountain Tide Provisions
New York Pizza - Carbondale
Nido
Obermeyer
Peppino's
Plosky's Deli
Propaganda Pie
Qdoba
Redstone Inn
River Valley Ranch
RVR Cooking Group
Spring Pilates
Sunburst Car Care
Sundae
Sunlight Mountain Resort
Sure Thing Burger
Susie's at Willits
Taqueria El Yaqui
The Aspen Barbershop
The Fluffy Stuff
The Village Smithy
Town of Carbondale
Treadz
True Nature
Wheeler Opera House
White House Pizza
Wild Coffee
Woody Creek Distillers