



CATHOLIC CHARITIES OF CENTRAL COLORADO

WISDOM WORKS COLLABORATIVE | OCTOBER 2025

ORGANIZATIONAL RESOURCE MAPPING

PRESENTATION OVERVIEW

We see our strength in the breadth and cohesion of our organization. With a staff of about 65 across multiple locations, we stay connected through intentional monthly all-staff gatherings and regular leadership meetings that knit together our diverse work. Our long leadership tenures—on average around 10 years, with one leader at 16—provide stability and continuity that anchor us as we grow.

Our services span behavioral health, emergency services and meals, family services and housing and rental assistance, and immigration legal services. This breadth is both a coordination challenge and a core asset. Perspectives from behavioral health and social work enrich how we lead and collaborate; practices like motivational interviewing shape how we manage and support one another.

Our Catholic identity offers spiritual grounding and connection to the broader Catholic community, including close ties with the bishop, while we intentionally remain open to all faiths and no faith—holding that balance as both a challenge and a strength. Our communications are strong, with established media relationships, multiple capable spokespeople, and a responsive media team.

Our physical footprint supports our mission: Marian House downtown, where we host celebrations like Las Posadas and donor events; our block in the Helen Hunt neighborhood; an extension into North Castle Rock; and a townhouse in Parker used for client housing. Operationally, a small fleet—three minivans and two trucks—supports food donation pickups from partners such as Safeway and Costco and enables maintenance across locations, including Castle Rock and Parker.

We're leaning into technology with Microsoft 365 and SharePoint, a shared learning journey for the team. And we benefit from bilingual staff in nearly every department and colleagues from other countries, adding rich perspective even if we are not racially the most diverse.

GROUP APPRECIATION

Others affirmed that our Catholic identity, paired with genuine inclusion of all faiths and no faith, is a distinctive strength that helps staff connect their values to their work. They appreciated our practice of providing two hours of spiritual care time each month for staff to use as they see fit. They highlighted our role as a key safety net partner and undergirding in the community, noting our ability to hold center amid charged issues like religion and immigration while offering both welcoming inclusion and legal/pragmatic expertise. They also pointed to the stability created by long leadership tenures—roughly an average of 10 years, with one leader at 16 years—as an asset that strengthens continuity across the organization.

RESOURCES + ASSETS FROM THE MAPPING ACTIVITY

The following lists are from the flip charts utilizing the [Nexus asset mapping tool](#).

SOCIAL

The interpersonal and individual systems within and beyond the organization, encompassing processes that support psychological safety and wellbeing, thriving workplace culture, physical and mental health, stakeholder relationships, and community engagement and trust.

- All-staff monthly meetings
- Engage social media
- Annual retreats
- Sunshine/Be Well money
- Approachable leadership
- Trusted partner
- Wide variety of community partners
- Appreciative staff
- Peer support

EDUCATIONAL

Everything that expands human potential and integration into organizational and external culture. For example, internal learning and development programs, career advancement pathways, educational content or programs the organization offers, and industry leadership.

- Financial Peace University
- Mental Health First Aid (MHFA)
- Catholic social teaching
- Professional development opportunities
- Program updates and internal expertise
- Pay for performance pilot
- Internship opportunities
- Motivational interviewing

CULTURAL

The emergent behaviors, norms, ethics, values, and traditions that define the organization and how it engages with the world. Such as the organization's mission and purpose, internal celebrations and rituals, external brand identity and reputation, and community impact.

- Grounding in social work methods
- Catholic identity
- Approachable leadership
- Promote spirituality with diverse faiths
- Experienced and tenured staff
- Bi-lingual staff
- Angel and Samaritan awards

ORGANIZATIONAL

The formal systems, processes, and governance that coordinate people, decisions, and operations internally and externally. Structures such as decision-making frameworks, communication processes, client engagement structures, partnerships and industry collaborations, and management structures.

- All staff monthly meetings
- Engage social media
- Invested Board of Directors
- Standard Operating Procedures
- Updated employee handbook
- Strong media relations
- Good relationship with Bishop
- Listening to and utilizing client feedback
- Family Advisory Council
- External communications
- Strong finance team

ECONOMIC

The patterns of resource flow, generation of value, and financial performance of the organization. It includes revenue models, budget allocation, human capital investment, customer and stakeholder value creation, market competitiveness, and the organization's role in the broader economic ecosystem.

- Sunshine/Be Well money
- Catholic identity donors
- Tenants (individual and community)
- Program fees
- Diversified funding model
- Trusted partner
- 2000+ unique annual donors
- In-kind networks
- Strong volunteer base
- Strong fundraising team

PHYSICAL

The physical infrastructure and environments in which the organization operates and engages with stakeholders, both current and future. This includes facilities or buildings, technology and data systems, equipment and tools, service delivery infrastructure, digital platforms, and supply chain networks.

- Own 3 buildings and 1 parcel of land
- 4 locations of various services
- Empower data system
- Financial edge, raiser's edge
- Microsoft 365
- Devices and network
- Phone system
- Paylocity (HR)
- Fleet
- Closeness to nature
- Website