



## **HOMEWARD PIKES PEAK**

**WISDOM WORKS COLLABORATIVE | OCTOBER 2025**

### **ORGANIZATIONAL RESOURCE + ASSET MAPPING**

#### **PRESENTATION OVERVIEW**

We've grown into a reputation built over 23 years—recognized by funders, community members, and the media—and we channel that visibility to advance our mission. Our executive leader spends most of their time in the community, showing up on committees and at city meetings, which keeps our presence strong and opens doors for impact. Inside the organization, a leadership team we formed a few years ago has become the place where we work through hard conversations, test policy ideas, and align communication across staff and the board—turning initial skepticism into a dependable engine for good decisions.

Our culture is grounded in warmth and connection. In our modest 1980s building near Memorial Park, clients feel at ease and staff naturally gather around moments of laughter. Traditions like our Halloween celebration—where every team member receives a personalized award—reinforce that sense of belonging. We pair that spirit with a growth mindset: every employee has a professional development stipend, and an endowment-funded client scholarship—reviewed by our board with case manager endorsements—helps clients pursue training and work-related needs.

Strategically, we're choosing steadiness over urgency: we've slowed Phase 2 of the commons in response to state and federal budget uncertainty, staying committed to housing needs while protecting the organization. Our earlier move from downtown reduced crisis walk-ins, allowing us to focus more fully on our core mission.

#### **GROUP APPRECIATION**

Others affirmed our reputation and expertise in the housing field, noting that we are sought out by the city and partner organizations. They highlighted our deeply caring staff and the way that care is effectively communicated externally, with multiple staff able to serve as spokespeople and conduct outreach. They appreciated our balance between caring for clients and not operating in crisis mode, recognizing our intentional decision to avoid putting the organization at risk while pursuing mission-aligned goals. They also noted the value of our executive leader's community presence and how our culture and staff passion are evident in how we show up.

## 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.*

- Regular staff meetings for every team
- Professional HR Director
- Holiday celebrations
- Culture of staff + office encourages sharing
- Teamwork is high
- Honoring diversity; staff with lived experience
- Deeply caring staff
- 1:1 supervision

### 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.*

- Monthly staff education/training
- Training stipend
- Clear roles and responsibilities
- Minimum education requirements per position
- Organization values are known and used
- Growth mindset of people and organization
- Endowment for clients
- MSW interns
- Staff with lived experience
- Trained for roles that the staff hold
- Strong boundaries
- SRC trainings

### 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.*

- Holiday celebrations
- Organization values are known and used
- Board and staff mixer
- Staff with lived experience
- Open and sharing
- Deep care and empathy
- Honor diversity

## 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.*

- Fully supportive Board of Directors
- BOD have lived experience and is diverse
- Finance Com
- Every program has Policies and Procedures
- Strong boundaries
- CEO role
- Board and staff mixers
- MSW Interns
- Leadership training is strong
- Outreach Team
- Office is good
- Good reputation in housing and recovery
- Program tours by CEO
- Community collaborations: SRC, HOT, DP, City, COC
- Work closely with housing and homelessness (SRM, The Place, PRH, Greccio, CC)
- AWR telehealth for clients

## 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.*

- Diverse funding streams
- Ownership of 3 sober homes
- Sober Soiree
- Director of Development (3 years)
- Finance Com
- Diverse foundation support
- CD account
- Expertise (leverage this)
- Endowment for client scholarships
- Good reputation
- Program tours by CEO
- Donors are an asset
- El Pomar
- MSW interns in-kind money
- Good grant writing system

## 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.*

- 3 sober homes and land
- The Commons Building – space for phase 2
- IT is stable
- Office location is good
- Director of Operations
- Staff have tools they need to do the work
- Fleet