



# THRIVE 2025 IMPACT REPORT



It is with great pride and gratitude that I share our 2025 Impact Report with you.

This year marked a powerful new chapter for Thrive Networks—one defined by growth, momentum, and deepened impact. We officially launched our new Baseline Program, creating an on-ramp to stability and opportunity for individuals who need foundational life and leadership skills before pursuing career or business pathways. Baseline represents our commitment to meeting people where they are and ensuring no one is left behind.

Our impact expanded in every direction. We served more individuals than ever before, strengthened our programs with the addition of new staff, and experienced a significant increase in corporate giving—clear signals that our community believes in this work and the outcomes it creates. We also celebrated a highly successful fundraiser that not only raised critical resources, but reinforced the collective power of our supporters, partners, and alumni.

This year, we also completed our first Social Return on Investment (SROI) study, giving us a clear, data-driven understanding of the value Thrive delivers. The results affirmed what we see every day: for every dollar invested, Thrive returns meaningful economic, social, and personal benefits to our community—demonstrating that our work is not only transformational, but cost-effective and sustainable .

None of this would be possible without our dedicated staff, Board of Directors, corporate partners, funders, and the incredible participants who trust us with their journeys. Together, we are building pathways to economic mobility, restoring hope, and strengthening our community from within.

Thank you for believing in Thrive Networks and for being part of this important work. The impact you'll see in the pages that follow is your impact, too—and we are just getting started.

With gratitude and determination,

  
Thrive Executive Director

# THEORY OF CHANGE

## CONDITIONS (The "Why")

Economic disparity + limited access to entrepreneurship/soft-skill supports—especially in SE Colorado Springs (e.g, 80910 / 80916).

## INPUTS & ACTIVITIES (What Thrive does)

- Free, culturally responsive programs & mentorship
- Baseline: Life skills, personal budgeting & savings plan
- Business Startup Incubator: Idea → Launch + Pitch Night
- Networking, resource connections & alumni support



## OUTPUTS (What participants leave with)

- Self-discovery & leadership skills
- Business plan, 3-year projections & pitch deck
- Graduations & community connections



## OUTCOMES (Short-Mid Term Changes)

- Increased confidence & skills
- Better employment & income
- Measurable business stability



## IMPACT (Long-Term Community Change)

- Thriving small businesses
- Reduced inequality
- Generational wealth building



Equity • Dignity • Opportunity • Belonging

# 2025 HIGHLIGHTS

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## From Idea to Impact: Baseline Program Begins Serving Colorado Springs Locals

In 2025, Thrive successfully launched its Baseline Program, marking a strong start for a new cornerstone initiative focused on personal development. The program's first year demonstrated clear momentum, strong participation, and meaningful engagement across all cohorts.

During its inaugural year, the Baseline Program was delivered five times, with three cohorts in English and two in Spanish. The Baseline Program serves as the foundation for all Thrive programming, offering approximately 30 hours of in-person instruction across nine sessions. Participants built practical skills in areas such as financial empowerment, goal setting, time management, emotional resilience, communication, and leadership, while completing key deliverables including a personal budget and a Personal Theory of Change.

Each cohort concluded with a graduation celebration where participants shared their Personal Theory of Change, highlighting both individual growth and community connection. The successful launch of the Baseline Program has set a strong foundation for Thrive's continued growth and long-term impact.



# THE THRIVE NETWORKS PRESENTS INAUGURAL 9 PIN NO-TAP BOWLING FUNDRAISER

In 2025, Thrive hosted our first-ever bowling fundraiser, and it quickly became our most successful fundraising event to date. The event brought together community members, partners, and supporters for a night of friendly competition, laughter, and meaningful connection, all in support of local entrepreneurs.

Beyond the funds raised, the bowling fundraiser reminded us how powerful it is to create spaces where people can have fun while investing in community impact. From strikes and spares to team spirit and cheering sections, the energy in the room reflected the heart of Thrive's work.

Due to the overwhelming success and enthusiasm, we are excited to share that another bowling fundraiser is coming this year. Keep an eye out for details and join us for another fun-filled night supporting entrepreneurship in our community.



# Measuring What Matters: 2025 Social Return on Investment Study

In 2025, The Thrive Network completed a Social Return on Investment (SROI) study to better understand and quantify the social and economic value created through our programs. Conducted by SDB Social Impact, the study examined Thrive's work during Calendar Year 2024 and translated community outcomes into a dollar value, providing a clear way to measure impact beyond traditional financial metrics.

Social Return on Investment measures how much social, economic, and community value is generated for every dollar invested. Unlike standard reporting that focuses only on participation or services delivered, SROI captures real outcomes such as increased income, business growth, improved wellbeing, and taxpayer savings. The strongest impact was from our Business Startup Program and its support for long-term wealth building.

*For every \$1 spent,  
\$2.64 is returned to  
the community*

The model combines practical training, trusted relationships, and ongoing support to help entrepreneurs persist, grow revenue, and strengthen local economies.

This SROI study confirms what we see every day in our work. When entrepreneurs are given the right tools and pathways to opportunity, the impact extends beyond individual businesses and strengthens families and communities over time.



Economic  
Impact

\$385,506



Wellbeing  
& Hope

\$27,466



Business  
Success

\$15,438



Taxpayer  
Savings

\$5,669



35%  
Criminal  
Background



82%  
Identify as a  
Person of Color



68%  
Low Income



70%  
Don't Have Full  
Time Jobs



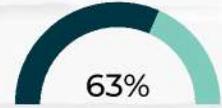
80%  
Women



35%  
Southeast  
Residents



70%  
Parents



63%  
Don't Have Higher  
Education

# NEW IN 2026

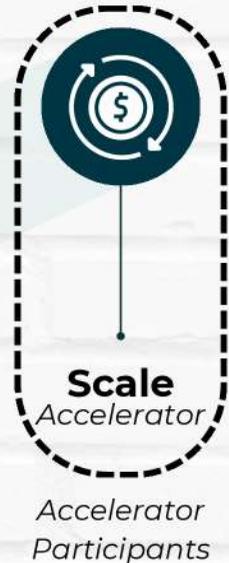
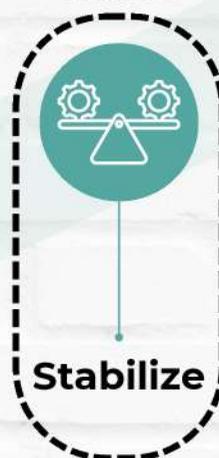
## ACCELERATOR PROGRAM

Looking ahead, Thrive is excited to expand our impact through the launch of our Accelerator Program. This next phase of programming is designed to support entrepreneurs who are ready to scale their businesses and move into sustained growth. The program will focus on strengthening operations, increasing revenue, and building the systems needed to grow responsibly. Through targeted guidance, peer learning, and access to capital and strategic resources, the Accelerator Program will help entrepreneurs create stronger businesses that generate jobs, build wealth, and deepen their impact in the community.

*Business Startup  
Participants*



*Alumni  
Support*



*Accelerator  
Participants*

# Starr Cuyler

*Precious Cargo Childcare  
and Education*



We are proud to highlight Precious Cargo Childcare & Education, a Thrive alumni business founded by a local mom and educator passionate about social emotional development, play based learning, and supporting working families in our community. Precious Cargo officially launched in 2025 and celebrated its opening with a ribbon cutting!!

Precious Cargo sets itself apart through trauma informed care, with all staff trained in youth mental health first aid, and small classroom ratios that allow children to be truly seen and supported as individuals. This creates a calm, safe environment where children build strong relationships, confidence, and social, emotional, and academic skills.

Even during a funding freeze, Precious Cargo intentionally created income based childcare spots to ensure families can continue accessing care. By adjusting tuition to reflect a family's real income, the program helps parents remain in the workforce, supports local employers, and keeps children in stable, nurturing environments. Blending Montessori, Reggio Emilia, and Waldorf philosophies, Precious Cargo supports the whole child and ensures every child feels seen, capable, and free to shine.

**Community driven childcare  
center opens in Colorado Springs**

# Lyza Gardner

*Xpressions Beauty Studio*



We are excited to highlight Thrive alumni and owner of The Studios at Xpressions Spa and Salon Suites and Xpressions Beauty Studio, these are businesses making a strong impact in Colorado Springs and beyond. What began as a passion for beauty and hair has grown into a full service salon offering luxury extensions and installs, custom wigs, healthy hair care maintenance, and exclusive beauty products.

Xpressions Beauty Studio is about more than hair. It is a space where confidence is built and women are encouraged to rise above their circumstances. In addition to salon services, the owner also offers classes and coaching for beauty professionals, supporting skill development, business growth, and long-term success within the beauty industry.

We are proud to celebrate Xpressions as an example of what happens when passion meets purpose.

## **Xpressions Google Review:**

"I don't have the words to describe how grateful I am for Mrs. Lyza!! I was diagnosed with an aggressive form of cancer last month, started chemo and with that started losing my hair. I talked with Mrs. Lyza, showed her pictures of my hair pre-chemo, and she was able to make a wig that mirrored my hair before treatment. She took the time to teach me about how to care for it, style it, and even install it. Such an amazing experience, and I won't be trusting anyone else with my head/hair anytime soon. Thank you for helping to make these changes easier to handle, and for helping me to feel like me again during all of this. Thank you!!"



## Business Startup 17

### The Entrepreneurs

Miya Thompson - *Finish HER Fitness*

Blake Jackson - *KG Food Co.*

Bridget O'Canna - *Irish Eyes O'Smilin'*

Teesha Geyer - *Pioneering Wellness*

Tiffany Jones

Shavonne Young - *Grounded in Faith*

Sharon Roberts - *Old Me New You*

Velouse Colas - *Original Beauty Creations*

Schelle Nelson - *Nutrischelle*

Samantha Sargent - *Integrated Self-Defense*

Tracy Walker - *Discover Yourself Mental Health*

Kate Thierry - *Shamana Mama*

Meghan Stewart - *Cheyenne Mountain Makery*

Melissa May - *Stellar Shine*

Logan Montgomery - *Digital Ally Project*



## Spanish Business Startup 2

### The Entrepreneurs

Juana Garcia - *Jali Creations LLC*

Veronica Salinas - *SM Insurance Services*

Sandra Duran - *Sanloa Fortaleciendo Familias*

Norma Rios - *Mayo's Upholstery*

Kathia Jeannot - *K&J Cleaning LLC*

Mirella Montano - *Mirella Beauty Salon*

Elvia Rodriguez - *Las Americas Restaurant*

Wendy Loo - *Como en Casa*

Angela Albarran Maya - *Smash Media Innovation*

# SPONSORS & DONORS

Thrive has had the support of many incredible partner organizations. Thrive would not be able to do what we do for our community without them.

## Foundational Partners

Transforming  
Safety  
Colorado



KENNETH KING  
FOUNDATION

Huntington

usbank



WINDY PINES  
FOUNDATION

Integrity  
BANK & TRUST

First  
Interstate Bank

EF  
THE  
EDSON  
FOUNDATION  
OF PIKES PEAK  
COMMUNITY FOUNDATION

## Program Sponsor

PNC

## Pitch Night Sponsors

Gold & Silver

BOK  
FINANCIAL



COLORADO SPRINGS  
HISPANIC CHAMBER  
The Concilio

colorado  
enterprise  
fund

Torch  
TECHNOLOGIES

# WAYS TO GIVE

Donate today to help us support more entrepreneurs in our community!

## **Sponsorship Opportunities**

Support the next generation of business owners by sponsoring our programs. Whether you choose to sponsor a student, a class, or a pitch night event, your contribution directly fuels entrepreneurship and economic growth in our community. All sponsorships are tax-deductible, making it a meaningful and beneficial way to give back. Scan the QR code to explore sponsorship levels and see how you can make an impact!

## **Join the Road to 100**

We are on a journey to find 100 individuals willing to donate, at minimum, just \$10 a month. Your monthly contribution goes directly to the program costs for each entrepreneur to take our program. Your support means more dreams coming true and more lives transformed. Together, we can break down economic barriers. Join us on “The Road to 100” and let’s build a stronger community, one entrepreneur at a time!



Scan Here To Donate

# MEET OUR LEADERSHIP TEAM



**CHARLES SMITH**  
*Board Chair*



**HEATHER MCBROOM**  
*Executive Director*



**LINDSEY COLLINS**  
*Board Vice Chair*



**GREGG SHELDON**  
*Board Member*



**MELBA SANTA**  
*Board Member*



**MONIQUE WALKES**  
*Board Member*



**JACKIE GONZALES**  
*Board Treasurer*



**SANDRA LOPEZ**  
*Board Member*



**KATIE CARLEO**  
*Board Secretary*

# TESTIMONIALS

I was encouraged, and inspired by all of my classmate's stories. There is something about sharing that space with others who know how difficult it is to start and run a business. The experience of talking about what I do on a regular basis helped me tremendously.

The Thrive Program provided invaluable networking opportunities, enabling me to connect with experienced mentors and industry experts. Their guidance and insights helped me refine my business strategy and navigate challenges effectively.

The Thrive program has been transformational for me. I am very confident with my business plan that was developed and my pitch deck. This is a great experience for all entrepreneurs no matter where they are in their journey I would highly recommend this program for everyone that has a dream to be an entrepreneur.

I love my class and I appreciate that I was able to get into this class. I received a lot more than what I had anticipated and I would recommend this class to everyone who is thinking about starting a business. This class is the first step to success.

I can't say enough good about this program! Graduating early from high school, going to College for Court Reporting and graduating from Hairdressing school while pregnant with my first born, it has been so refreshing to see real connection and real hands-on help in business.

I have recommended this program to Everyone with someone already signing up and thrilled as she can't wait to start and has thanked me so much! One of the best of the best programs!

I feel I've grown in connecting with others. Just understanding the value of connection, has helped me connect with others more easily. I walked away from the dance fitness community because I didn't know how to connect fully and now I have a different connection and it has only brought positive outcomes! The passion in what I do has now grown because of this ability.

# STAY IN TOUCH



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