



COMUNIDAD INTEGRADA
INTEGRATED COMMUNITY

2025

IMPACT REPORT

**EMPOWERING
IMMIGRANT
FAMILIES**



A Letter From The Executive Director

Dear Friends,

2025 was an unprecedented year of our community showing up for each other, and especially for our immigrant neighbors. I saw it most clearly at the Boat Cruise, our annual 24-hour bike ride, when 450 community members rode the first lap together in solidarity with the families we serve, and carried us through the biggest Boat Cruise we have ever held.

That solidarity was needed. As immigration enforcement grew across Routt and Moffat counties, fear settled into daily life, and families weighed every drive to school, every trip to the store, every knock on the door. Our community answered. Our van carried children to school. Our team sat with families searching for detained loved ones. Our volunteers, more than in any year before, welcomed every person who came through our doors.

And come through they did: 1,366 community members in 2025, nearly 6,000 visits in all. Immigration visits grew by a third. Health visits grew by a third. Our interpreters completed more than 1,800 assignments. They came for an interpreter, for English classes, for help getting a child ready for kindergarten, and 419 of them came for help with immigration. One of the people serving them was Tracy Gomez, who first came to Integrated Community with her family as community members years ago and who earned her accreditation from the U.S. Department of Justice in 2025. Her path, from our waiting room to our team, is this organization in a single life.

When we surveyed our community members in 2025, 97 percent said their experience with us made them feel welcome in this community. In a year like this one, that number is the mission, kept.

One community member wrote: “Son un orgullo para la comunidad. Gracias por existir.” You are a source of pride for this community. Thank you for existing. The pride runs the other way.

To our community members and volunteers, who trusted us and carried us; to our donors, sponsors, and partners, who made every class, every case, and every van ride possible; to our staff, who refused to slow down; and to our board, who kept us steady: thank you.

One thank-you belongs by name. Robin Schepper joined our board in 2017 and steps down this December, after nine years of service, most recently as our board president. Through two executive directors and through the hardest seasons our community has faced, Robin gave Integrated Community her time, her voice, and her steady hand. Robin, we are stronger because of you, and we are grateful.

Because of all of you, we’ve entered 2026 with our doors open and our promise unchanged: everyone who walks through them will be met with dignity.

With appreciation and partnership,

Jerry Hernandez

Jerry Hernandez
Executive Director
Integrated Community | Comunidad Integrada

Jump In DIGITAL BY DESIGN • BOOKMARKED • LINKED • ACCESSIBLE

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A Letter From Our President

TRUSTED WHEN IT COUNTED

Despite fear in the community, families kept coming to us, and the ones who came needed more. Immigration and health visits each grew by a third in 2025.

Dear Supporters,

When Millie Beall asked me to join the board of Integrated Community in 2017, I was deeply honored. She had heard me speak at the Women's March earlier that year about growing up in an immigrant family in New York City and about adopting my two sons from Kazakhstan. She thought I would be a good fit for Integrated Community. She was right.

Over the past nine years, I have had the privilege of watching this organization grow and evolve under the leadership of both Nelly Navarro and Jerry Hernandez. What has remained constant is CIIC's commitment to helping immigrants and their families build secure, connected, and hopeful lives in Northwest Colorado.

The past two years, in particular, have tested that commitment. Our immigrant community has faced heightened fear and uncertainty, including increased immigration enforcement and the threat of ICE activity, while organizations like ours have also confronted an increasingly precarious funding environment. Through it all, I have watched our board, executive director, and staff respond with courage, compassion, resilience, and an extraordinary determination to serve.

I am continually inspired by the people who do this work every day. Even during uncertain times, they remain optimistic about what is possible and steadfast in their belief that every person deserves to be treated with dignity and respect.

For me, this work is also deeply personal. My grandparents came to the United States from Austria and Germany in search of a better life. My grandfather became an electrician and my grandmother a nurse. Like so many immigrants before and after them, they worked hard, contributed to their community, raised a family, and built a life that would have been difficult to imagine when they first arrived.

When I meet the immigrants and families CIIC serves today, I often think of my grandparents. I see

the same determination, work ethic, courage, and hope. People come here ready to contribute, to care for their families, and to create opportunities for the next generation.

That story is woven throughout Northwest Colorado. Our communities depend upon one another. Restaurant workers, teachers, health care professionals, construction crews, small-business owners, agricultural workers, public servants, and so many others all help make Routt and Moffat counties the places we are proud to call home. Every person has a role to play, and our communities are stronger when everyone has the opportunity to participate fully.

As I approach my final year as Board Chair, I am incredibly proud of what Integrated Community has accomplished and equally optimistic about where we are headed. CIIC has grown not simply in the number of people we serve, but in our capacity to advocate, educate, connect, and respond when our community needs us most.

I still believe deeply in the promise that drew generations of immigrants to this country: that we can build something better together. We can be a community that chooses hope over fear, builds people up rather than pushes them aside, and recognizes the dignity and value of every person's contribution.

Thank you for believing in that vision and for supporting Integrated Community. I hope you will continue to stand with us, share our story with others, and help ensure that immigrants throughout Routt and Moffat counties know they are valued members of our community.

With hope and gratitude,

Robin Schepper

Board President
Integrated Community

Mission, Vision, Values, Programs



MISSION Integrated Community assists and supports immigrants as they integrate, contribute, and maintain their independence in our NW Colorado community.

VISION A united NW Colorado community where all members have support and encouragement to communicate, participate, and contribute.

VALUES



Dignity

Every person deserves to be treated with respect and fairness.



Empowerment

We equip families with the tools and confidence to build independent lives.



Equity

We work toward equal access to opportunities for everyone in our community.



Trust

Built through authentic relationships and a commitment to compassion.

PROGRAMS

Community Navigation
Language Services
Mental Health

Education

Listos Para Kinder, Madres Enseñando, Adult ESL, Raising a Reader, Study Friends

Team & Board

Our Team

JERRY HERNANDEZ, Executive Director

DEBBIE BELTRAN BUSH, Director of Operations

TRACY GOMEZ, Department of Justice (DOJ) Accredited Representative

NADYI CHAMPAGNE, Family Education Coordinator

CAROLINA BOGGS, Moffat Programs Coordinator

BRENDA HERNANDEZ, Community Navigator

CRISTINA CAMACHO, Community Navigator

CARLA HINOJOSA, Language Services Coordinator

HECTOR ARTEAGA, Language Services Coordinator

MARIA PAULA ÁLVAREZ, Youth Mental Health Coordinator

GABBY MCKAY, Communications Coordinator

Board

ROBIN SCHEPPER, President

ALEX CAZAR, PH.D., Treasurer

AMANDA ARNOLD, Secretary

ANA T. BRAVO GUTIERREZ

EVAN HARDESTY

LUISA LOMBERA

REBECCA "BECKY" MADEIRA CASTLE

CAROLINA MANRIQUEZ

MICHELLE PARILLA

DAVID SIMMONS

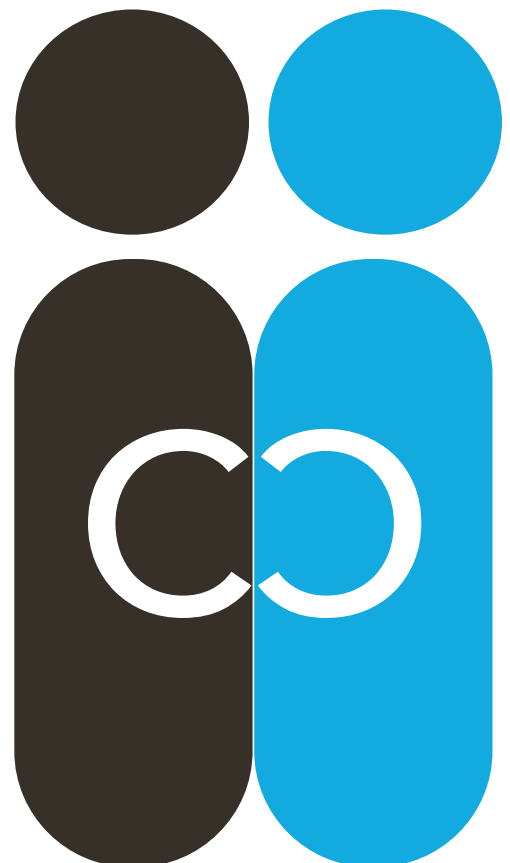
MARY WIRTA

LORENA ZIMMER

Board Advisory Committee

MILLIE BEALL

TRISH SULLIVAN



Program Highlights

Noche De Cuentos STORY NIGHT

Four times a year, families from our education programs fill the room for Noche de Cuentos, our Story Night. Children settle in for stories read aloud in Spanish and English. There is dinner, there are crafts, and every child leaves with a book of their own. The evening carries an old tradition, the kind of storytelling that has always passed between generations, and it plants a new habit at home: parents and children opening a book together, night after night. Many of the children at Story Night are enrolled in our Raising a Reader program, so the books keep flowing long after the evening ends.

4

Noche De Cuentos nights
held in 2025

15

Children and their parents
attended the Fall Story Night

Education

PROGRAM SUPPORTED THROUGH NOCHE DE CUENTOS

Story nights like ours are part of a national family literacy tradition; REFORMA, the national association serving Latino communities through libraries, runs a Noche de Cuentos initiative celebrating storytelling as a way to unite communities.



Program Highlights



Family Ski Day

The mountain is the backdrop of daily life here, and many of the families we serve work in the businesses that keep ski season running. Family Ski Day put their own children on the snow. In March 2025, families from our education programs came together for a day of skiing and play on the mountain, with gear, lessons, and lift access covered so cost stayed at the door. For many parents, it was the first time watching their kids ride a lift in the valley they call home. Days like this one are how a resort town becomes everyone's town. Family Ski Day was made possible by Steamboat Resort and the Yampa Valley Community Foundation, whose support turned the mountain into a place our families could claim for a day.

35

Children and their parents attended family ski day in March 2025

Community Navigation

PROGRAM SUPPORTED
THROUGH FAMILY SKI DAY

Program Highlights

Cooking Matters

FAMILY COOKING NIGHT

Over three evenings in 2025, the Routt County community room filled with the sounds of a family kitchen. Our Cooking Matters series, offered in partnership with Routt County Public Health and Nourish Colorado, taught children to wash, measure, stir, and cook alongside the adults who love them. Each session, families prepared a new recipe together and sat down to share the meal, with interpretation and childcare provided so every family could take part fully. Each family went home with a child-sized kitchen set, aprons for kids and adults, a Cooking Matters recipe book, and a grocery gift card, everything needed to keep the habit going at home. Cooking Matters is a national curriculum from Share Our Strength, the organization behind No Kid Hungry, adapted here for our families and woven into our Learning Box early education program.

3

Sessions held throughout
2025

7

Average number of families
that attended each session



Education

PROGRAM SUPPORTED THROUGH COOKING MATTERS

24-Hour Boat Cruise



450

Riders Participated in First Lap of
24-Hour Bike Ride

ALL PROGRAMS SUPPORTED THROUGH 24-HOUR BIKE RIDE

With immigration enforcement active in our neighborhood that week, 450 community members rode the first lap of the 24-hour bike ride in solidarity with immigrant families. It was the biggest Boat Cruise we have ever held.

A special Thank you goes out to our legacy sponsor Yampa Valley Bank for their continued support of this awesome event.

EVENT SPONSORS

Yampa Valley Bank
Colorado Housing and Finance Authority
Colorado Trust
Welcoming America

TEAM SPONSORS

UC Health (sponsored the UC Health Victory Squad youth team)
Ski Town Rotary (sponsored the Ski Town Rotary Super Friends)

PRIZE AND IN-KIND DONORS

IKON Pass / Steamboat Resort
Winter WonderGrass
Ski Haus
FM Light
Town Hall OutdoorCo
The Cycle Effect
Sundog
Off the Beaten Path
The Boat Latin Market
HoneyStinger
Rex's Family of Restaurants
Storm Peak Brewing
Ohana
Cruisers Sub Shop
Antonio's Pizza
Del Mezcal (aguas frescas)
Causeway Coffee House (aid station)
Dusky Grouse (aid station)
Picklebacks aid station
OG Station (margaritas and lemonade)
Steamboat Parks and Recreation
STAND
Steamboat Dance Theater

PERFORMERS

Fara Tolno and Angie Carroll (drumming)
DJ Katie Samaratyn
HoneySpell (Scarlett)
Raices Peruanas

2025 Impact

What People Told Us

Our annual community survey was completed in both English and Spanish across our Steamboat Springs and Craig offices. The results match what our visit numbers show: community members trust us, they need us, and they cannot easily replace what we provide.

171
SURVEY RESPONSES

98%
Called services necessary

88%
Said we resolved their problem

92%
Rated experience with the organization as good or excellent

97%
Said their experience made them feel welcome in the community


1,366
COMMUNITY
MEMBERS SERVED


5,950
VISITS ACROSS
ALL PROGRAMS

33%
INCREASE IN
COMMUNITY
MEMBERS SERVED
FROM 2024 TO 2025

TOP SERVICE CATEGORIES

1,187
HEALTH
816
LEGAL SERVICES

1,102
IMMIGRATION
772
EDUCATION

Highest
VOLUNTEER
ENGAGEMENT IN
OUR HISTORY


419
COMMUNITY
MEMBERS
SERVED
THROUGH
IMMIGRATION
LEGAL SERVICES

2025 Impact

76¢ of every dollar went directly to the people we serve.

In 2025, CIIC directed \$913,156 of every \$1,196,185 spent toward programs that welcomed, supported, and empowered immigrant families across Northwest Colorado.

Thank you to all our donors and supporters.

HOW EVERY DOLLAR WAS SPENT IN 2025

\$1,196,185 TOTAL



\$438,944

RESOURCE & REFERRAL

Immigration legal services, case management, health navigation, housing, and community support.

\$256,712

INTERPRETATION & TRANSLATION

Professional interpretation for medical, legal, and crisis response – available 24/7.

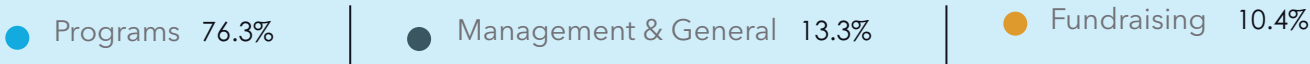
\$217,500

EDUCATION

Adult English learning, early childhood programs, and family literacy across Routt & Moffat counties.

HOW WE WERE FUNDED IN 2025

\$1,642,484 TOTAL REVENUE



AUDITED FINANCIAL STATEMENTS • YEAR ENDED DECEMBER 31, 2025

Donate
Get Involved



COMUNIDAD INTEGRADA
INTEGRATED COMMUNITY

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CRAIG, CO 81625
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CIIC.ORG