

The Facts—President / Public Relations / Development: Open

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#### **Upcoming Meetings:**

Open Space: Mar 7, 2024 6 pm, 700 Jeffco Co Prkwy Suite #100 Board of County Commissioners Every Tuesday at 9:00 am

Foothills: Mar 26, 2024 6 pm, The Peak and Zoom.

Board of Adjustment: 1st & 3rd Wednesday at 9 am, Hearing Room One,100 Jefferson County Parkway

DRCOG: Mar 20, 6:30 pm, 1001 17th Street 1st Floor, Aspen /Birch Conference Room

Planning Commission: 1st, 2nd, 4th, and 5th Wed. 6:15 pm, Hearing Room One, 100 Jefferson County Parkway

Calendar for upcoming meetings: Mar 6, April 3, May 1, June 5, July 3, Aug 7

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COHOPE Treasury Activity: February 2024	W. R. Moore, Treasurer	
Beginning Balance January 3, 2024	\$	492.49
Deposits	\$	0.00
Withdrawals	\$	32.55
February Website \$20 Bank Fee \$8.95 March 2024 Newsletter \$ 3.60		
Ending Balance March 6, 2024	\$	459.94

**Draft Minutes for February 7 Meeting**—Attendance: Diane Suchomel / At Large, Ray Moore / At Large, Al Hintz / At Large, Maureen Sielaff / At Large, David & Galen Wiese / Columbine Hills Civic Assn., Craig Pedersen / Dutch Creek Village HOA, Judy Alliprandine / Columbine Knolls HOA , Tom Majcen & Amanda Gomez / Columbine Knolls South Estates HOA.

The meeting started at 6:02 p.m.

Diane Suchomel, Vice President, welcomed everyone.

No one was present from Jefferson County Sheriff's Department, Jefferson County Public Schools, or Foothills Parks and Recreation District.

There were no speakers for tonight.

**Reports from Officers** - We do not have a President.

Ray Moore, Treasurer, presented the Treasurer's Report. We have \$508.09. Dues notices will go out next month. Information found on Jeffco website in property records - Deer Creek Golf Course. The Ken Caryl Master Association filed a lien against it on 7/25/2023 for non-payment of assessments for 2 years. The golf course is officially closed. Diane attended the Foothills Park & Rec Board meeting.

Foothills is looking at adding a 9 hole course since their usage has increased since the Deer Creek course closure. The Board approved ordering 2 pedestrian bridges (100' long each) for the Dutch Creek Trail extension. (Trail will be extended from S Kipling Pkwy west to the C470 trail.)

FHPRD has made an arrangement with West Metro Fire. West Metro can use the Foothills facilities for free in exchange for West Metro teaching certification classes Foothills employees need and accepting for disposal "sharps" (syringes) that Foothills rangers find on district property.

**Library Update** The South County Library Advisory Group has 14 members and meets once per month. There is no information so far on where they are thinking of putting it. They want to build community support and address concerns that residents have about it. They will be contacting people to inform them of the project and get input. The money for it is allocated. The final approval of the location will be up to Jeffco's public library board. (Update: Board meeting packet for February on the Library Board's website states their goal is to develop a short list of possible sites in February.) State Legislature Update - Some bills have been proposed that address Short term Rentals. One (SB24-033) would increase property taxes from the residential rate to the hotel rate (27.5%) for property that is leased for more than 90 days / year. They may look at increasing that to 180 days, which is the IRS cutoff for commercial/residential property. Jefferson County still says they expect to have a draft STR sometime in 2024.

Property tax bills are supposed to go out next week.

Southwest Plaza put in for lot line adjustments for part of the western part of the property for the possibility of making it easier to sell some lots.

The second floor of the medical building at 8515 West Coal Mine (northwest corner of Wadsworth and Coal Mine) is being remodeled, so there will be another medical tenant going in there.

**Planning and Zoning** - SDP for 13184 West Ida Avenue to turn old bank location into a gas station - convenience store. 24-100468 SD 13893 West Bowles for office, light industrial and possible warehouse.

23-132084 SD 13412 West Coal Mine for U Haul four story self storage and warehouse.

24-100187 SD 13184 W Ida Ave proposed fuel station & convenience store( NE corner of W Bowles Ave/S Alkire St -- former Chase bank site)

The Planning Commission has a hearing on Arcadia Creek (5234 W Leawood Drive) on February 14 at 6:15 pm. The BoCC hearing for it will be on March 5 at 9 am. There is some controversy on the access road. It is on the border with Arapahoe County.

**Discussion:** Has anyone used new county law on RVs? Several HOAs have put it in their newsletters, but no information if it has been used a lot. The county only responds to complaints, so it is the tool to use.

Foothills will build a new ball field at the South Zang complex east of Walmart (W Coal Mine and C470) south of the existing parking lot. (Field dimensions will be for high school aged players.)

Directlink Problems? - So far they have apparently cut 2 gas lines and there have been driveway issues and possible sprinkler problems. They are still liable to fix problems for 2 years even if they do not show up for a while. Call Gene Bennett, Jeffco construction inspection supervisor, at 303-271-8487. There is also information and contact numbers and emails on DirectLink's website. https://dlbroadband.com/construction.

Galen Wiese says the food bank at the Sheridan rec center (near Oxford and Federal) is getting more people than ever. She is collecting food and necessities for it if anyone wants to donate.

The primaries are coming up in March.

There has been no update on the disposition of the closed schools in our area.

We have the library for meetings in March and April.

We adjourned at 6:30 pm - Ray Moore

# THE BACKYARD

### Columbine Hills News

From CHCA Annual Planning Meeting – January 7, 2024: Officers Present: Jenn, Galen, David, Michaelle, Kelly, Jodi. Others: Nick

Treasurer's report 2023 recap: There was a small net cash flow. One hundred and eighty total members for 2023. Interest + members gave us a small net amount.

**Social Media**: Galen wants to add a section to the monthly agenda for everyone to update website, Facebook, etc. once a month.

A Happy New Year message will be sent out with a list of the events for 2024.

Add a post to Facebook about new members who did not receive a new homeowner welcome bag to contact us. We can also add this to the newsletter and Nextdoor.

Annual Membership Dues / Drive: We will add an insert for the newsletter (Feb? Mar?) as a reminder.

**Lights:** Galen is going to talk to the Deputy Mark Bybee to discuss street lights in the parking lot. Also see if there is a possibility of blinking stop signs at Elmhurst and Kendall and Canyon and Kendall.

**Demographics**: Jenn will bring demographic information for February session. Who are our neighbors?

For the paper route / newsletter walkers: We still need one walker.

**Garage Sale:** Jenn wants to do the garage sale mid-June. David wanted to potentially synchronize with other HOAs when they do theirs. June 7th & 8th or 21st & 22nd.

**Community Trash Pick Up:** Walking trash pick-up. Consider the entire park from Depew to Pierce, with lunch served after. Tentative May 11th (9:30AM-noon). Galen to obtain grabbers, bags and vests. Enlist neighborhood involvement, 15-20 people. Note to add to the newsletter: Invite neighbors to put hot dog buns or bread bags into the dog poo dispensers.

**Chili Cookoff:** Consider having the event at the Pavilion. Saturday the 9th of March. Gift cards for 1st, 2nd and 3rd winners. Board is ineligible for prizes. Assess bathroom and electricity availability.

Dumpster Day: Galen and David went to Columbine West's Dumpster Day and they had 5 roll-offs with 2 member volunteers per roll-off and organizers directing traffic. Dumpsters need to be watched so people don't dump trash overnight. Jenn will talk to Columbine West on how they do it. Then we need to reach out to the community to invite young strong individuals (footballers, baseballers, Boy Scouts, etc.) to help with DD. Reach out to coach John Davis from Columbine, or St P's for Boy Scouts. Many ways we could make this time worth their while. June 1st tentative for Dumpster Day.

**Events:** Fall Festival date TBD. Consider hayride. Invite police and fire personnel?

Halloween: Consider Trunk or Treat at the Pavilion. Tentative Oct. 26th Jenn will look into movie in the park. Jenn will do the

work, sponsor and get it all set up. Jenn is hoping to sponsor more events.

Best yard or decorations Celebrated best yards in 2023 and will celebrate Christmas decorations in 2024.

Evening with Santa date TBD. 2023 was very successful.

**Ideas for Events:** Platte Canyon water district with Bruce Yarish presenting. Veterans day (flag retirement parties [burning]). Nominate a neighbor award

Xeric Garden: Thank you and kick-off: Michaelle Current Status of the Association / Community Inertia:

Discussed lack of community involvement in board and at events, despite hearing so much positive feedback from neighbors. Without increased support, we may consider an exit strategy in 2025. Would need exit plan including dissolving funds into community projects. We are looking for community support – events, meetings, support, help, etc. At least five new board members, at least 2-3 volunteers to commit to most events, 15 for DD.

Consider a CHCA board in the xeric garden with the list of needs, events, etc.

Jenn will look to print out a sign for the board.

**Retrospective for Newsletter:** How we got here Where we are financially. Here is what we are going to do this year. If we do not get volunteers we will dissolve the organization by 2025

Describe the difference between an HOA and Civic Association in the newsletter.

Future Discussion Item: National Night Out: August 6th (Tuesday) Jenn will F/U with event sign.

End at 1:55PM.

#### Columbine Knolls South II Review

From President's Corner — First and foremost, I would like to thank Tom Schicktanz for his previous and ongoing leadership within the community. Both Tom and his wife Anita are steadfast volunteers, and I am very appreciative of their ongoing involvement. It is not very often that past Presidents are willing to remain on the Board to assist with the transition and provide invaluable insight to the history and evolution of the Columbine Knolls South II Board of Directors. Second, I want to acknowledge all past and present board members, committee members, volunteers, and anyone within the community that forfeits their personal time to provide such altruistic services for the benefit of all those who call CKSII home, thank you.

My name is Mike Tignanelli, this will be my eighth board seat and fifth within Colorado. With a career in commercial real estate development, I have enjoyed various rolls from President to Treasurer in a handful of condominium and residential communities within Telluride, Breckenridge, Evergreen, and Steamboat Springs. I look forward to sharing a wealth of declarant board experience and institutional rigor with CKSII. Some of the many reasons my wife Michelle and I chose to live and raise our children within this community are the remarkable friends and neighbors, and because of the presence of an HOA with moderate oversight and regulation. I believe this is an attribute that should be preserved at all costs. With the natural progression of our community, evolving from internal pen and paper administration to third-party management comes a lot of work. As I look forward on the year ahead, a few key items that I intend to spearhead are:

1) Renegotiating the management contract with Keystone to reduce monthly fees 2) Evaluating the contract and synergies of our HOA legal counsel Orten Cavanagh Holmes & Hunt 3) Clarifying the existing Rules and Regulations governing our community by way of a non-board member Special Committee 4) Updating Board email addresses to a Microsoft enterprise solution 5) Assisting ACC Chair, Matt Lawicki, on providing our community with a set of guidelines for the architectural review process to help streamline approvals and simplify ACC requirements.

If you are interested in helping the Special Committee on Rules and Regulations, please reach out. I am still looking for two volunteers. This committee will kick off at the next regular meeting on March 12th regardless of seats filled. The completed document will provide Keystone Property Management with a set of guidelines during the contractual monthly violation enforcement procedure; ensuring we keep regulation moderate and reasonable for all members.

To see what's happening within our community, to volunteer, or to get in touch with the Board please visit www.cksii.org. — Thank you, Mike Tignanelli, President - CKSII Homeowners Association

# **Columbine West Civic Association Newsletter**

From A Moment with the Board The January monthly meeting had a handful of neighbors in attendance. Those dark/cold days of Winter does not really encourage people to come out in the evening hours. The group was unable to pass the Budget and Minutes which will be delayed til the February monthly meeting. You can begin to see that the association has a need for more volunteers and Board Members. Please think about how you might be able to help out, give a small amount of time and talent to the neighborhood. Neighbor and Master Gardener, Kathy Martin, was in attendance to give us a final plan for the renovation of Yukon/Coal Mine entrance. She will be spearheading the challenge and asking for hands to participate. There will be needs to help remove some existing plants, drop in more drought tolerant plants, replenish & add mulch while designing a low maintenance attractive landscape. We will post workdays in the Calendar of Events, the website www.CWCA.info and on Nextdoor. Our new website has been helping the Board volunteers manage questions, concerns & comments. Please drop a note to CWCAtalk@gmail.com if you need to speak with a committee member. The community is held to a standard by being 'Covenant Protected'. Stop by the new website www.CWCA.info, which will have all the information you need. You can also connect with us at a Monthly meeting, the next one is February 13th, 7:00p at Dutch Creek Elementary Library. Drop in, say Hi and meet a friend.

### Dutch Creek Village News

From From the President This text needs to be prepared a few weeks prior to the distribution of the newsletter. Which means we cannot have any truly recent news included. Therefore, I choose to believe that when this is printed, we will have world peace, and nobody will be hungry. Hey, there is always hope.

For the Master HOA, budget season is now beginning as we plan for the next fiscal year. Our fiscal year is April 1 to March 31 each year. As part of the budget process, we will be guesstimating at the costs for the Master HOA for 2024-2025 and determining the dues to be charged effective April 1, 2024. As you might expect, we anticipate that the dues will be increasing again this year. The trash charges increase based on the current contract and the general dues will increase by a measure of inflation like past years. Sadly, increases are necessary as the cost of goods and services keeps increasing and the items the Master HOA takes care of are not decreasing. If you have questions about the budget process or dues determination, please email us your question or attend a board meeting.

A notice for Master HOA dues will be hitting mailboxes around April 1, 2024. Payments are due promptly. Late payment fees will not be waived due to a correct mailing address for the responsible homeowner not being on file. Adhering strictly to the rules, the HOA ensures that all homeowners are treated equally. Consistent enforcement helps avoid any perception of favoritism or discrimination among community members.

# The Leawood Rapporter

From Leawood Metropolitan Recreation and Park District Minutes January 10, 2024 The meeting was called to order at 6:15 p.m. by Vice President Judy Anderson. Members present: Kyle Sargent/President (by phone), Donna Snyder/Treasurer, Myra Pasco and Maggie Tocco (via phone). Other District: Debby Baker/Secretary and Dave Padilla/Park Manager. Visitor: Dutch Creek resident Craig Peterson.

**Treasurer's Report** – Donna presented the Treasurer's Report. Bills to be paid this month include Waste Management, Xcel Energy, Denver Water, Doggie Walk Bags, Honey Bucket, Rich Alarcon, Dave's invoice, and reimbursement to petty cash.

**Parks Manager Report** – Snow was removed, doggie bags checked and replenished as needed in all parks. Weston completed the final Fall clean-up in all parks. T-Tract – The xeriscape was trimmed.

**OLD BUSINESS** (A) Adopt 2024 budget and set mill levy: Donna presented the final budget for 2024. The Board discussed the likely higher costs increase challenges for 2024. The Board agreed to maintain the current Mill Levy at the current level of 3.73 mills. Kyle moved to certify the Mill Levy unchanged at 3.73 mills and to approve the new budget for 2024. Myra seconded and the Resolution passed unanimously.

Discuss the future of the District Board: With Donna's retirement, the Board is again in need of a Board Member. The Board discussed the future of the District given the retirement of the long-serving treasurer, the nearing resignations or retirements of others, and the overall lack of interest of the community to commit and serve on the board. Members discussed various short- and medium-term options, including changes to revenues and expenses, as well as factors to consider before making a formal decision in the new year. The recruiting piece will again be placed in the Rapporter.

**NEW BUSINESS**(A) Long Serving Treasurer Retirement: Donna Snyder's resignation became official with this being her last meeting. No one (not even Donna) can remember how many years Donna has served as member of the Board and as the District Treasurer. But we can verify at least 40 years. We are incredibly sad to see her go but she has definitely earned the right to retire after so many years. She will be profoundly missed. We are so very grateful for her long years of service to the District!

The meeting was adjourned at 7:30 p.m.—Debby Baker, Secretary

**LCA Minutes: December January 9th 2024** Leawood Elementary School Attending: Kyle Evens, Travis Hall, Kate Shafer, Betsy Major, Camille Sankey, Mike Whalen, Debbie Zumo, Rhonda Eveleth, Tim Grade, Paul O'Connor

**DISCUSSION:** Treasurer report: The account is looking good. Please see back page for the full treasury report.

New Attendee Tim Grade joined us for his first meeting. He just moved into the neighborhood in December.

The website has a new payment company.

Planning to return Christmas decorations back to the shed.

Christmas lights winner 6287 Benton received their gift card.

Review of the Santa party. Review of the Platinum members Christmas dinner.

Discussions about membership. Planning for the year.

Meeting ended 7:45pm

#### Woodbourne

From Notes from the January Board Meeting—We hope everyone has thawed from the deep freeze a few weeks ago! The Board met on January 10th with zero residents in attendance. We established the need for some changes moving forward on a few fronts: to start, we are going to alter how this portion of the monthly newsletter is structured to convey the status of the immediate, mid- and long-term initiatives that the board is undertaking. We want to be sure that everyone understands that while we have all signed up to provide services for our wonderful neighbors, this is a strictly voluntary position, and the time we spend on each task is not trivial.

In the next two months, we will be evaluating competing proposals for our landscaping maintenance and management. This contract covers services for all our common spaces as well as the areas around Woodbourne (Simms easements as well as the Fremont entrance). Keesen Landscaping has provided us with admirable services, but each term we feel the need to understand if our services and cost value is in-line.

We also require some fairly invasive maintenance to the pool mechanics. It will cost approximately \$24,000 to replace our pool filter, which has been in place since the pool was built. The motor that provides the power to push water through the filter also needs to be rebuilt. That bill is \$2,550. We lucked out last season when the pump motor seemingly failed and we were only out of commission for a few days. It turned out that a piece of pool surface (from the resurfacing project) got lodged in the gears. Although serviceable at the time, there was damage, but luckily we were able to make it through the rest of the season. We are also going to finance a new motor to keep as a spare (\$6,500), as the time to repair the motor or purchase a new one can take 6-8 weeks, and we will not have that kind of time during the pool season. There is also a leak in the feed lines of the wader pool, which will require removal of cement and locating the cracked pipe(s). That bill will be approximately \$10,000, assuming that the leak detection company got the position of the leak correctly.

We also voted to begin the contractor selection process for the Clubhouse Renovation project. We will be removing walls, replacing flooring, building an accent wall with an electric fireplace, flat screen smart television, as well as a Chromecast or Firestick to allow for streaming of specific content if needed by those who will utilize the space. We would like to thank Simon for his work on aligning the competitive bids and putting the proposals together. We hope to start work as soon as we can get on our chosen contractor's calendar.

Woodbourne is looking for volunteers to reconstitute our Architectural Control Committee. We need 3-5 members who will become familiar with our covenants, guidelines and integrate with new Colorado statutes around Xeroscaping and limits on HOA controls for neighborhoods. Please reach out to Adam Sherris at adams@woodbournehoa. com if you interested in joining.

The Board is also looking at alternative methods to deliver this newsletter to all residents. We have seen a need to provide more detailed information to our neighbors. We are in initial research on options and will provide more detail as we zero in.—Woodbourne HOA Board

### Westgold Meadows HOA

**Dues Increasing In 2024** After much deliberation, and approval at November's annual meeting, 2024 dues are set to go up in January. Monthly dues will now be \$60.64. Coupon books will not be sent out this year unless specifically requested. To do so, please email Donna Nicholas at donna.nicholas@associacolorado.com or call 303-292-9200. Books will cost \$13.80.

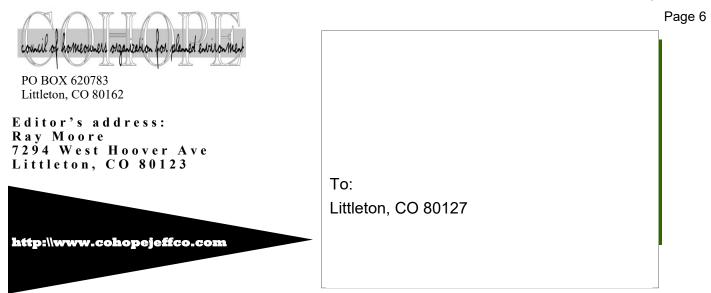
If you are set up for bill pay through your bank, you must notify your bank of the change. If you're set up for payment through TownSq, you need to check your payment settings to determine if you should update the information. If you have selected "Fixed Amount" or "Recurring Charges" in TownSq, you will need to update the monthly payment amount. If you have selected "Open Account Balance", the full balance due will pull and you won't need to update anything. If you're set up for ACH through Associa, you don't need to take any action.

**Pet Food & Supply Drive in Remembrance of K9 Graffit** —On Feb. 13, 2023, K9 Graffit was shot and killed while assisting Golden Police Department and Colorado School of Mines with a search on an armed suspect. In honor of Graffit, the Jefferson County Sheriff's Office selected Colorado Pet Pantry as the recipient of all proceeds collected during the Pet Food and Supply Drive. Donations will be accepted through Feb. 29, at three locations in Jeffco. <a href="https://files.constantcontact.com/6e149928001/9701d191-fa3b-4678-8afb-44e83769c8e4.pdf?rdr=true">https://files.constantcontact.com/6e149928001/9701d191-fa3b-4678-8afb-44e83769c8e4.pdf?rdr=true</a>

**Seasonal Wildlife Closures at Jeffco Open Space Parks**—Each year Jeffco Open Space uses seasonal wildlife closures at the parks to protect species at sensitive times in their life cycles. This year's seasonal wildlife closures began on Feb. 1 and affect numerous parks and trails. Protect the wildlife you love.

Law Enforcement Authority Report Now Available for Q4 2023 — Each quarter the Jefferson County Sheriff's Office presents the Law Enforcement Authority (LEA) Report to the Jeffco Commissioners.

The Sheriff's Office is happy to share that "focus crimes" significantly decreased from Q4 of 2022 compared to Q4 2023. The Sheriff's Office categorizes "focus crimes" as property crimes such as residential and commercial burglaries, motor vehicle break-ins, and motor vehicle thefts. Read the full LEA Report - stats for focus crimes are on page 6 https://www.jeffco.us/ArchiveCenter/ViewFile/Item/959



The next meeting will be March 6, 2024 from 6 to 8 pm at the Columbine Library (7706 West Bowles Ave). The speaker is not confirmed at this time.

Jefferson County Launches Program to Electrify County Vehicles—On Jan. 29, Jefferson County held a ribbon cutting at Jefferson County Public Health to commemorate the launch of a new electric vehicle (EV) pilot program. Jeffco Commissioners Lesley Dahlkemper and Andy Kerr joined county staff to kickoff the program to bring the first all-electric, zero-emissions vehicles to the county's fleet. https://www.jeffco.us/CivicAlerts.aspx?AID=2183

**Simms Street Realignment Project Update**—Simms Street is currently closed to through traffic from 112th Avenue to State Highway 128. This closure is estimated to be in place until fall 2024. Once completed, the project will result in a new three-lane roadway, enhanced streetscape, and additional intersection capacity at Highway 128 and Eldorado Boulevard, which will intersect at the northern edge of the project. <a href="https://www.jeffco.us/Blog.aspx?IID=255">https://www.jeffco.us/Blog.aspx?IID=255</a>

**Dynamic Individuals Needed for Environmental Discovery Camps**— Do you have a passion for connecting youth to the outdoors? Do you possess a sense of curiosity and adventure? ENOR Environmental Discovery Camp seeks dynamic individuals to join its team. ENOR is celebrating 50 years of getting kids into the outdoors for magical learning experiences, join us for the celebration! See the flyer for position details.

https://files.constantcontact.com/6e149928001/23d7949b-be11-4f63-8f6c-e87fb9645920.pdf?rdr=true

A Real Solution for Reducing Plastic Waste – Reusable Bottles/Mugs—Pick your brand; Stanley, Yeti, Hydroflask, Nalgene – there are a plethora of branded options out there to support your reusable mug habit. Getting the new color is "on trend" at the moment. We're here to remind you that a reusable container needs anywhere from 10-41 uses before it will have a lower carbon impact than using the same number of single-use cups, and disposing of them. On average, Americans consume three cups of coffee per day, equaling 400 million cups daily in the United States. https://www.ieffco.us/4407/Tips

**Jeffco Human Services to Assume Role of Case Management Agency**—On July 1, Jeffco Human Services will assume the role of the Case Management Agency for Jefferson and Clear Creek Counties. Subscribe to the CMA at the Moment blog to receive monthly updates on the transition to becoming a fully-fledged CMA. To subscribe, scroll to the green "Blog" heading, then select email or texts for the Case Management Agency Blog. <a href="https://www.jeffco.us/4656/Case-Management-Agency">https://www.jeffco.us/4656/Case-Management-Agency</a>

**Volunteer to be an Advocate for Children in Jefferson, Gilpin Counties**—Volunteering with children in the court system is a profoundly impactful and rewarding experience. As a dedicated volunteer, you play a crucial role in providing support and advocacy for children who find themselves entangled in the legal process. Find out how to get involved with CASA of Jefferson & Gilpin Counties. <a href="https://www.casajeffcogilpin.com/">https://www.casajeffcogilpin.com/</a>

Mental Health First Aid Classes Offered by Jefferson Center—Do you want to learn how to support someone facing a mental health crisis? Mental Health First Aid prepares you to help in a mental health emergency, making the difference in the lives of those around you. Sign up for one of the upcoming trainings. <a href="https://www.jcmh.org/mental-health-first-aid/">https://www.jcmh.org/mental-health-first-aid/</a>
Better Jobs in Jeffco Through Community Gives Foundation—Colorado Gives Foundation is working to help our neighbors prepare for and find good jobs. ABetterOffer is one way learners are finding job training that leads to better jobs without debt. It's also helping employers find and hire skilled employees. Learn more and find out how you can get involved. <a href="https://coloradogivesfoundation.org/portfolio-workforce-development/">https://coloradogivesfoundation.org/portfolio-workforce-development/</a>