



ANNUAL REPORT 2024



For 75 years, Hilltop Community Resources has been a cornerstone of the Western Slope—supporting individuals and families through life’s challenges and helping them build brighter futures. As a trusted nonprofit, we offer compassionate, personalized services ranging from behavioral health to supported senior living, all while fostering connection and belonging.

This milestone year is not only a celebration of our legacy but also a reflection of our continued growth and evolution. The desert landscape art above was created in honor of our 75th anniversary. It draws inspiration from the surrounding region—where resilient life thrives in rugged terrain and shifting seasons—symbolizing the strength, diversity, and beauty of the communities we serve.

At Hilltop, we’re proud to collaborate with state and local partners to create lasting impact. Together, we’re building a more inclusive, vibrant community where everyone has the opportunity to thrive.

75 Years of Connection, Community and Belonging

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A View From the Top

Honoring the Past, Embracing the Future

This year marks Hilltop's 75th anniversary, and it is more than a milestone; it's a story about people.

Our journey began in 1950, founded on the belief that all people deserve care and dignity as we provided therapy services to individuals with polio. Visionary leaders like my dad, Denny Stahl and my mentor, Sal Schafer launched programs such as the rehabilitation hospital and the Life Adjustment Program—pioneering efforts that redefined care and created pathways for people to rebuild their lives. From those early days to our role today as a trusted community leader, Hilltop's path has been guided by compassion, courage, and an unwavering commitment to our community.

As longtime supporter and former board member Eileen Lepisto says, "Hilltop keeps changing because community needs change." In this year's annual report, you'll read about a family who found stability and hope through our supportive housing program. You'll meet youth discovering their potential in career readiness programs, guided by Hilltop mentors who nurture their growth. You'll also witness how individuals with brain injuries find friendship and purpose through the Life Adjustment Program—a powerful reminder of how connection and community can transform lives.

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Mike Stahl, CEO



Our future shines bright with promise. This year, we will open the doors to our new Main Street building—the future home of our Community

Programs and administration offices. More than just a space, this new location will expand access to essential services and create a welcoming hub where individuals and families can find resources, support, and opportunities to thrive.

Marlys Harman, a nurse who served Hilltop for over 30 years, captures the spirit of this next chapter: “I appreciate that there are services for all ages. And with everyone together, bigger and greater things are

“Hilltop keeps changing because the community needs change.”

going to happen.” This September, we’ll gather as a community to celebrate 75 years of service. It will be a time to honor those who have carried Hilltop’s mission forward, from the

dedicated Hilltoppers on our team to the donors and volunteers who fuel our work. It’s a celebration not only of our past but also of the future we will build together.

Looking back, I am grateful for every person who has shaped Hilltop’s journey. Looking ahead, I am inspired by the possibilities before us. Together, we will continue to carry Hilltop’s legacy forward—one story, one person, one life at a time.





2024 Mission Award Winners

Back row: Brandon Rice, Facility Manager • Laura Bolotin, Environmental Services • Angela Carbajal, Scheduling & Compliance Administrator
Amy Payne, Learning & Development Manager • Brian Luby 211 Coordinator

Front row: Kara Downey, Assistant Director of The Commons • Geneva Smith, Training & Onboarding Specialist
Barbara Brown, Senior Accountant • Julianne Glotfelty, Med Office Coordinator

Not pictured: Meghan Ingle, Collaborative Coordinator • Diana Gutierrez, Property Services Support Specialist • Nicole Martinez, Resource Navigator

Mission: Possible

Hilltop's New Mission Statement Creates a Clear Vision



A mission statement is more than words—it's a reflection of an organization's heart and purpose. A well-crafted mission statement provides a clear and inspiring declaration of the organization's purpose and goals. Internally, it serves as a guiding principle for employees, shaping decisions, providing direction and answering the question, "Why do we do what we do?"

Last year, Hilltop Community Resources revised its mission, recognizing the need for a statement that truly embodies who Hilltop is today and the goals it strives for as an organization. While the previous mission statement "People First" was succinct, more clarity and focus were needed to reflect our organization's broader objectives.

Hilltop's new mission statement:

***We create connection
to build a community
where everyone belongs***

This updated mission statement clearly defines what Hilltop does and why it matters.

Each line is intentional: "Create Connection," "Build Community," and "Everyone Belongs." On their own, each phrase carries its own purpose. Collectively, they guide Hilltop's direction and measure our progress.

Unveiled last April, we celebrated the new mission with vibrant signage and personal visits from Hilltop's President, Will Hays, to share the meaning with every department. Visually striking posters were placed at the entrances of each campus, ensuring employees and guests alike encountered the new mission as they arrived.

To keep things engaging, the mission posters were swapped out each month with new designs. Recognizing the diversity within the organization, the mission statement posters were also translated and displayed in Spanish, Mandarin, and Dari, demonstrating inclusion for Hilltop's diverse pool of employees.

Every Hilltop employee plays a role in bringing this mission to life—whether by creating connection, building community, or fostering a sense of belonging.

75 Years of Hilltop's Impact

Innovating & Strengthening Our Community

For 75 years, Hilltop Community Resources has stood as a beacon of innovation and compassion, dedicated to helping people transform their lives and strengthening the community. By fostering partnerships, uplifting smaller nonprofits, and maximizing program impact, Hilltop remains steadfast in addressing the unmet needs of the community.

Financial sustainability plays a key role in ensuring Hilltop's services remain accessible and relevant as community needs evolve. The organization's diverse revenue streams—including foundation grants, federal and state funding, private pay, donations, and mission-driven businesses—such as the assisted living communities and GVA Management—allow Hilltop to manage impactful programs while keeping every dollar local. As shifts in grant availability and reductions in state and federal funding create new challenges, philanthropy plays an increasingly essential role in sustaining and expanding Hilltop's reach and impact.

Philanthropy at Hilltop means more than financial contributions. It's about inviting everyone—staff, volunteers,

supporters, and funders—to play a role in raising resources, building awareness, and strengthening community ties.

Philanthropy at Hilltop is also about cultivating meaningful relationships that unite individuals, businesses, and organizations in a culture of generosity to increase impact. These relationships not only advance Hilltop's mission, they allow donors to create their own legacy of community change.

As Hilltop prepares for the next 75 years and embraces a culture of giving, we invite the community to help shape the next chapter of its story and create a lasting legacy. With continued support, Hilltop can better respond to emerging challenges, amplify its programs, and support more people in taking steps toward a brighter future. Together, Hilltop and its supporters can build a stronger, more connected community where everyone belongs.



Family Tree

Outpatient counseling and therapy provides a safe and supportive space for individuals, couples, and families facing emotional and mental health challenges.

296

Unique clients supported annually

\$154,168

Provided for rent, deposits, and support in 2024

Homeless Prevention & Rapid Rehousing

Helps individuals and families stay safe in their homes and secure stable housing.

Latimer House

Provides safety, advocacy, and resources for survivors of intimate partner and sexual violence, including crisis support, emergency shelter, legal and medical advocacy, case management, and safety planning.

1,373

Crisis call were taken on the 24 hour crisis line in 2024.



The Village on San Juan

A New Approach to Housing & Healing





The Village on San Juan, a multigenerational permanent supportive housing community in Montrose, is redefining what it means to provide a home for those in need. This groundbreaking project offers stability and hope to two vulnerable populations: at-risk youth aging out of foster care and older adults facing homelessness.

Unlike traditional apartment complexes or shelters, the Village bridges the gap by offering *supportive housing*. This innovative model provides more than just a place to live—it connects residents with vital services such as counseling, healthcare, and access to food. Through collaboration with partners like CASA of the 7th Judicial District and Hilltop Community Resources, the Village prioritizes stability and connection.

Breaking ground in May 2023, the Village features 45 single-family homes clustered in groups of three “pods”, designed to foster micro-communities. Shared patios connect neighbors, creating opportunities for interaction and support. Fifteen of the homes are designated for youth aged 18–24, many of whom are navigating life after foster care or homelessness. CASA case managers provide guidance, helping these young residents work toward stability and, eventually, independent living.

The intergenerational format is central to the project’s mission, leveraging the strengths of both groups. Seniors offer mentorship and wisdom, while younger residents provide mobility and assistance.

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This sense of community happens naturally. Stefanie Pirard, the Hilltop program manager, recalled a moment when a senior resident, concerned after a power outage, asked staff to check on a young neighbor. “He was really worried and concerned about the young adult living in the same pod.” That kind of support “just kind of happens organically.”

Of the remaining units, 12 homes are rent restricted to residents at 80%AMI or below, 3 units are Bridge/Rapid Rehousing for young adults, and 15 homes are for seniors aged 62 and older, with Hilltop Community Resources offering case management services. These seniors, many of whom were chronically homeless, often find their “forever home” at the Village.

“We had, for example, somebody who could not get used to sleeping indoors for a while,” shared Pirard. “The person would actually sleep outside on a chair because that’s what they were used to. So, it’s helping people find the new normal.”

CASA of the 7th Judicial District raised the nearly \$11 million investment with the help of State & Regional Foundations, State and Federal grants, and strong community support. With bright outdoor lighting, security cameras, and affordable rents through Section 8 vouchers, prioritizing safety and sustainability gives residents peace of mind. By reinvesting all revenue locally, the Village is not only a long-term asset to the Montrose community but serves as a model for how to address complex social challenges with creativity and compassion.

Pirard reflects on the emotional impact of the Village: “The most amazing part is when they [the senior residents] get to see their unit... being able to give them their key and be like here is your home. There’s so many of them that have just burst into tears... I think the coolest part of it is just being able to know that they now have a safe space”.

Pictured in story: Captain Dave & Henry
Video by: The Colorado Trust

“I get to make a difference each day. Finding housing for people and helping them stay housed...”

-Stefanie Pirard,
Bilingual Program Manager



Check out this video about The Village on San Juan







Life After Brain Injury

The Unique Culture of the Life Adjustment Program

The Life Adjustment Program (LAP) at Hilltop Community Resources in Grand Junction, Colorado, isn't just a place to live or work—it is a vibrant community where connection, growth, and resilience flourish. Each day at LAP, the lives of its 90 residents and 94 team members are enriched by the power of relationships and a shared commitment to creating a meaningful future.

A Challenge Like No Other

Surviving a brain injury often means grappling with loss: loss of independence, identity, and a sense of belonging. Many survivors live with families, bouncing between hospitals and rehabilitation. Others face limited options in traditional facilities that can feel impersonal. These alternatives can lack the nuanced care and emotional support essential to living a full life, leaving survivors feeling adrift.

LAP rewrites this story. Designed with the specific needs of survivors in mind, it creates an environment where residents rediscover purpose, dignity, and joy.

A Culture of Connection

Since 1985, LAP has embraced the guiding principle of “Adults First.” Residents are empowered to make their own choices, even when those choices lead to challenges. This fosters independence while ensuring easy access to guidance and support.

Residents and team members describe the culture at LAP as nonjudgmental, dynamic, adventurous, and one that is deeply rooted in community. Each day offers opportunities to grow, embrace the unexpected, and connect with one another.

As Cody Wilson, a team member, explains, “Where else can you work where the people you serve cheer you on?” This mutual inspiration forms the foundation of LAP’s culture.




Community and Belonging

Every resident at LAP has a story. For many, their lives changed in an instant—a car accident, a stroke, or another life-altering event. LAP honors who they were and who they are becoming. Former bull riders, Olympic swimmers, and state workers find connection in their shared experiences and supportive community.

Take Ernie, for example, who proudly shares his accomplishments with anyone who'll listen. From his past as an 18-wheeler driver to small victories like taking a shower, Ernie's pride and enthusiasm mirror the journeys of so many residents at LAP, where each step forward is celebrated.

The eight-acre campus is designed to foster connection and belonging. It features a fitness center, craft and movie rooms, outdoor spaces, and a dining area where residents build friendships and routines that anchor their days. These spaces encourage interaction, healing, and self-discovery.



*“People don’t just
live and work here.
They become
part of something
extraordinary.”*

-Angie Wickersham,
VP Assisted Living Communities







Beyond Basic Care

At LAP, the approach to care begins with a people-first perspective. Tena Quillin, Director of LAP, says, “Instead of asking, ‘What’s wrong with this person?’ we ask, ‘What happened to this person?’” This mindset acknowledges that brain injuries are just one chapter in a person’s life story, not the whole narrative.

With this understanding, LAP goes beyond meeting residents’ basic needs to embracing holistic, community-centered care. Residents enjoy opportunities to live life to the fullest through excursions to farmers markets, concerts, camping trips, and even skiing. On-campus activities like DJ-led dance parties and crafting sessions bring joy, purpose, and connection to daily life.

Making a Difference

The culture at LAP isn’t just about the residents—it’s also about the staff who support them. New team members shadow seasoned staff and learn about each resident’s unique story and needs before they begin their roles. This ensures every employee is prepared to meet the challenges of the work with confidence and compassion.

Maria Martinez, a LAP employee, recalls feeling uncertain about her role at first. “I wasn’t sure what I’d gotten into,” she admits. “But as I got to know the residents, that changed. They’re so kind and appreciative. Getting to know them transformed my perspective and my work.”

For many staff members, the resilience and joy of the residents provide daily inspiration. “They are so resilient; I find strength from them,” says team member, Jeff Wright.

*“Where else can you
work where the people
you serve cheer you on?”*

—Cody Wilson

A Bridge to the Broader Community

LAP’s impact extends beyond its campus. Events like family weekend bring loved ones together, creating space for connection and fun. Partnerships with organizations like St. Mary’s Family Practice ensure residents receive compassionate, informed care by educating medical professionals about the unique needs of survivors with brain injuries.

One standout tradition is the annual car show, inspired by team member Melissa Hower’s idea that cars are a universal conversation starter. This shared interest leads to swapping stories and memories that create connection between residents and community members.

Extraordinary Relationships

At its core, LAP is about the power of relationships—between residents, team members, and the broader community. It’s a place where individuals are seen for who they are, challenges are met with creativity and compassion, and every day brings new opportunities to grow.

As Angie Wickersham, VP of Assisted Living Communities, says, “People don’t just live and work here. They become part of something extraordinary.”

*Pictured in story: Becca French, Charles Brandon,
Barry Seavey & Prue Porter*



From Expelled to Exceptional

The Power of Community in Education



Expulsion from school can feel like the end of the road for students whose behavioral needs exceed resources available in traditional classroom settings. But then what? How do these kids in our community stay engaged in learning and access opportunities to succeed?

The answer resides in a quiet modular building next to Hilltop's Resource Center in Grand Junction.

A Unique Approach to Learning

Hilltop's Balanced Rock Community School offers students 11-18 years of age a space to come together and learn without judgment. It's more than a school—it's a lifeline. Balanced Rock combines the structure of a facility school, a specialized educational program approved by the Department of Education, with the therapeutic support of a day treatment center licensed by the Colorado Department of Human Services (CDHS). Led by five experienced educators and therapists, the team builds highly individualized

curricula that meets state educational standards for students facing mental health challenges, behavioral issues, or special education needs.

Support Beyond the Classroom

To further support student success, Balanced Rock's day treatment program provides therapy to address students' emotional and mental health needs alongside their education. Facility school regulations ensure smaller classroom sizes, offering students more direct access to teachers and a case manager or therapist. Unlike traditional classrooms in which a single teacher's attention is divided between 20-30 students, Balanced Rock's small student-to-teacher ratio allows for personalized attention and care.

"They come in with such low self-esteem that they don't believe they deserve better," says Nicky Cagle, Case Manager at Balanced Rock. For students who have been removed from the classroom, a sense of belonging in school and motivation to learn can feel out of reach. But with tailored lessons to

students' learning needs and real-time therapeutic support to address their emotional needs, students can build confidence, grasp academic concepts, and begin to find a sense of belonging in the Balanced Rock classroom.

"It doesn't matter how they come in that day," says teacher Susan DeForest. "We let them be who they are, try different things, and grow." By meeting students where they are, the Balanced Rock team creates a community where students can feel safe, supported, and celebrated for every win—big or small. For some, that might mean simply choosing to stay in class all day. That impact ripples outside of the classroom, too, when parents report noticing positive changes in behavior at home.







Fighting for the Future of Facility Schools

In 2022, School Director Sonjia Hunt became a champion for facility schools at the state level. As funding shortfalls forced schools across the state of Colorado to close, Sonjia joined other education leaders to form a work group to show the importance and impact of facility schools. Their hard work led to Colorado Senate Bill 23-219, which set a standard and model for the sustainable operation of facility schools. The bill introduced a credits-based system to recognize student achievements and secured funding for the future.

“It felt good to be a part of something that may make a difference for a lot of kids,” Sonjia says.

A Second Chance at Success

Balanced Rock Community School strives to transition students back into traditional classrooms equipped with tools to self-regulate and stay engaged in learning. Balanced Rock is the only school of its kind on the Western Slope to fill this crucial gap. With a growing wait list, the need in the community is clear. To meet the demand for its services, Balanced Rock hopes to move into a larger space in 2025. This expansion would mean more students getting a second chance at learning, growing, and becoming exceptional adults in our Western Slope community.

Pictured in story: Timi Meyer, Melanie Wade, Sonjia Hunt, Susan Deforest, Nicole Cagle



75 | Hilltop | Recognize
COMMUNITY RESOURCES

Beyond the Plate

Cooking up Connections & Community



The culinary world of Hilltop Community Resources' assisted living communities plays an essential part of the residents' daily lives. With three distinct kitchens—The Commons, The Fountains, and Brain Injury Services—and a team of over 25 cooks, it's a fast-paced environment focused on more than just food. While the Hilltop culinary team pours their hearts into preparing hundreds of meals each day, they are also creating experiences, building relationships, and ensuring each resident feels cared for through every dish.

Cooking for large groups with diverse tastes is no easy feat. If the special of the day doesn't appeal to everyone, residents can choose made-to-order options from the alternative menu. "We call those Grill Days," laughs Camille Austin and Shea Nicolas from the Brain Injury Services kitchen. Even then, when the staff notices the main dish isn't a hit for everyone, there is always one or two residents who say, "That was my favorite food!"

The chefs continually seek resident feedback through food committee meetings, resident councils, and comment cards. However, the most impactful feedback comes directly from interacting with residents. Chefs from each kitchen make it a point to engage with individuals in the dining room during mealtimes. "Obviously our whole point of being there is to serve the residents, but it's also such a unique opportunity to get to know them and their preferences," says Guidance Johnson, Food Service Manager at The Fountains. This feedback helps shape future menus as well. "I can pull up the menu from last year and [see], 'Well they didn't really like this so let's take this off,'" says Dharma Jensen, Food Service Manager at The Commons.



*"We are a family.
We work as a
team. There's no
'ifs ands or buts'
about it."*

-Lori Madrigalluna

“Hilltop makes us better. The residents make us better. You want to be better around them for them.”

-Shea Nicolas

Behind the kitchen doors, staff come together over “family meals” where the team tries new recipes and participates in fun culinary challenges. “Letting the cooks bring their own recipes so they can try them, I think it’s really fun to foster that creativity,” says Johnson. Lead Cook, Lori Madrigalluna, echoes this, saying, “We are a family. We work as a team. There’s no ‘ifs ands or buts’ about it.”

While cooking is their passion, it’s the people who inspire Hilltop’s cooks to return to the kitchen every day. “I like this job the best because of the people that I’m cooking for. It’s not really about the cooking itself—I can cook anywhere—but the fact that I’m cooking for people who actually need it makes me feel fulfilled and love my job,” says Nicolas from Brain Injury Services. “Hilltop makes us better. The residents make us better. You want to be better around them and for them.”

This sentiment resonates across all of Hilltop’s kitchens. Chefs talk of feeling supported and empowered. “It’s very different from a corporate restaurant; we really do get to make decisions, they let us have that freedom,” says Johnson. “I think it’s an awesome position for me to be able to support my team members. I really enjoy being able to provide that for people. It was never really provided to me before Hilltop. It’s definitely a culture you don’t see in other companies.”

At Hilltop, meals mean more than just food; they’re an expression of care, a reflection of teamwork, and a testament to the bond between cooks and residents. The heart of Hilltop’s culinary world lies in its people and the connections that are made. For them, it’s not about just filling plates—it’s about enriching lives, one dish at a time.

Pictured in story: Dharma Jensen, Adam Gallegos & Lori Madrigalluna



Left to right back row: Rio Kelley • Ani Breedlove • Jeff Wright • Geneva Smith • Timi Garrick • Michelle Varanai

Left to right front row: Carlee Goss • Tabby Wiest • Angela Carbajal • Jo Hartig

Dementia Care Training Empowering Hilltop Staff



In early 2024, the State of Colorado introduced legislation that would enhance the care of individuals living with dementia. Hilltop Community Resources quickly embraced this opportunity, enrolling team members from our senior living communities, Senior Daybreak, and Brain Injury Services, into a training program. Hilltop leadership saw the importance of this training for everyone who supports our residents and clients, expanding it beyond

care staff to include Hilltoppers in environmental services and maintenance.

In true Hilltop spirit, many team members embodied our value of Growth by stepping outside their daily roles to help make these trainings a success—whether by changing schedules, managing rosters, or offering support in other ways. Through 59 training sessions, over 375 Hilltop employees received their certification in

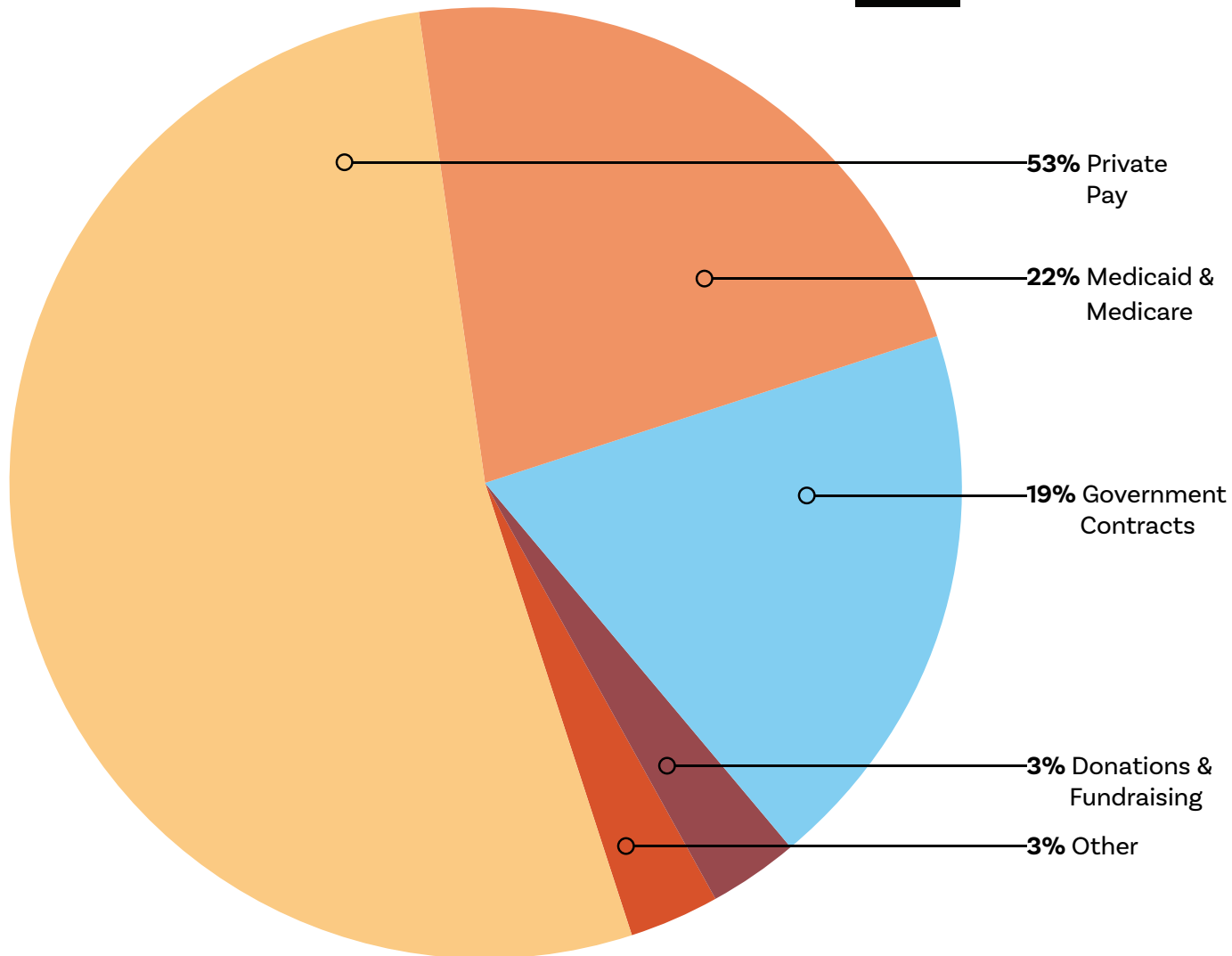
dementia care, and continue to certify new team members as part of their onboarding process.

At the heart of everything we do is a commitment to putting people first. By investing in our staff and equipping them with the knowledge to understand the complexities of memory loss and fostering empathy for those experiencing it, we're better able to serve and support individuals impacted by dementia in our community.

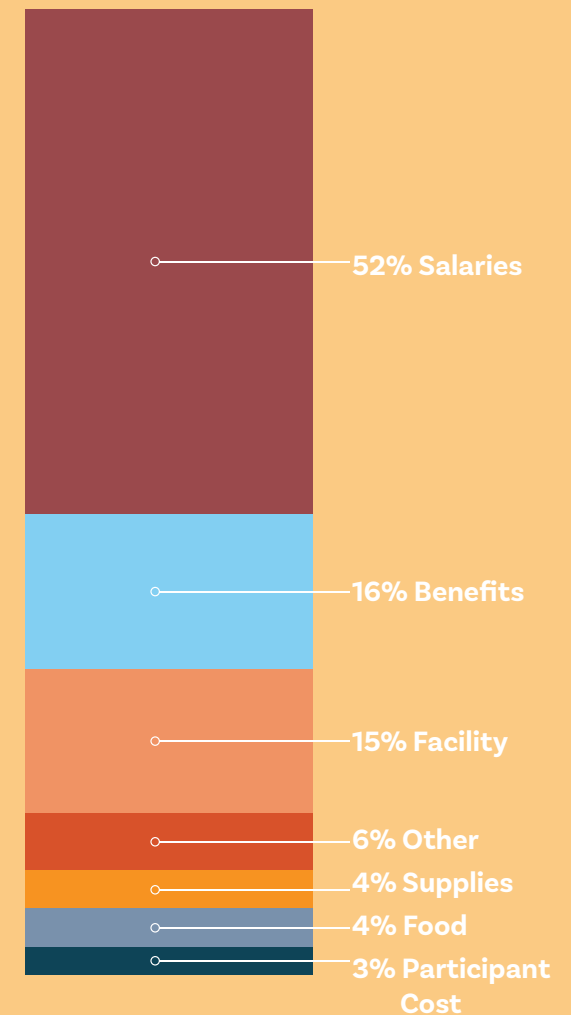
Hilltop Financials

Fiscal Year Ending 7/31/2024

SUMMARY OF REVENUE \$44,260,000



SUMMARY OF EXPENSES \$43,770,000



Thank You



We Are Stronger Together

Every gift, act of kindness, and partnership makes a profound impact in Western Colorado. This collective generosity moves our community forward, empowering Hilltop Community Resources to meet evolving needs with compassion and innovation.

To all our Hilltop supporters—thank you for believing in our mission, sharing our vision, and helping us build a stronger, more connected community. Your support ensures Hilltop’s programs remain accessible and impactful as we navigate challenges and embrace opportunities for the next 75 years.

Community of Supporters

To view the list of our supporters, business partners, and foundations, visit htop.org.

Invest in Our Community

By donating today, you invest in Hilltop’s commitment to address emerging needs, sustain critical programs, and build a community where everyone belongs. Visit <https://www.htop.org/donate/> to give and learn more about the impact of your generosity.

2024/2025 Hilltop Leadership Team

Mike Stahl, CEO
Will Hays, President
Ashley Guggemos, CFO
Jed Balestrieri, COO
Rebecca Weitzel, CPO
Hollie VanRoosendaal, VP Community Programs
Angie Wickersham, VP Assisted Living Communities

Debbie Aull, Director | Information Technology
Timindra Boyer, Director | The Commons
Margery Brennan, Director | Connections
Lincoln Early, Director | The Fountains
Kellee Echave, Director | Corporate Administration
Joy Hamilton, Director | Community Programs
Don Kendall, Director | Property Services
Tracy Louis-Marie, Director | Marketing & Development
Tena Quillin, Director | Brain Injury Services
TJ VanRoosendaal, Director | Community Programs
Ali Weatherby, Director | People Operations



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