



2021

ANNUAL REPORT





MESSAGE FROM OUR PRESIDENT

ANDY MINDEN

2021 marked our seventh year supporting the employment aspirations of adults with intellectual and developmental disabilities (IDD). The past year also signified the beginning of significant growth and new directions for Boulder Treasures, now operating under a new name - The Ramble Collective. This report covers our most recently concluded fiscal year ending June 2021, but I am writing it in November. Doing so provides a sneak-peek into our current fiscal year and many exciting new developments built on foundations established over the past few years.

The most significant developments that are further described in this report include opening our second Ramble store, launching a new program to support adults with IDD secure affordable community-based housing, and expanding our team to further our impact.

All this has been accomplished despite the incredible challenges of the COVID-19 pandemic. It was made possible by the courage of our apprentices; the dedicated work of our staff, board of directors, and many volunteers; the willingness of employers to welcome our graduates; the generosity of our customers, brand partners, and donors. For all this, I am incredibly grateful.

Sincerely,

Andy Minden
President/Board Chair

ABOUT THE RAMBLE COLLECTIVE

The Ramble Collective is a Boulder-based nonprofit organization that turns disabilities into possibilities. Our innovative, community-based programs create pathways to purpose and community for adults with intellectual and developmental disabilities (IDD). We provide valuable on-the-job training programs and job placement assistance at our flagship store, Ramble On Pearl, a clothing boutique, and our newest venture, Ramble Marketplace, a Boulder-born gift shop. We also support projects that make affordable housing accessible to adults with IDD and offer programs that help them thrive in independent community-based housing.

OUR MISSION

To create pathways to purpose and community for adults with intellectual and developmental disabilities.

OUR VISION

For Boulder County to become an inclusive community that values the full participation of people of all abilities where they live, work, and play.

CORE VALUES

Inclusivity. Empowerment. Opportunity. Community.

OUR IMPACT

- Since we started, 42 individuals have participated in our programs and 32 have secured independent community employment while some still train and work at Ramble on Pearl.
- Our Ramble Community Connections program supports 20 adults living in affordable, community-based housing.

TURNING
DISABILITIES
-INTO-
Possibilities

BIG CHANGES IN 2021

RAMBLE COMMUNITY CONNECTIONS PROGRAM EXPANSION

In 2018, we started working with Boulder Housing Partners (BHP) to establish an Independent Living Community that supported the housing needs of adults with intellectual and developmental disabilities (IDD). This was made possible with their 30Pearl affordable apartment project. BHP allocated 20 units specifically to individuals with IDD and in February, residents started moving into the 30Pearl apartments.

Since then, we've expanded our Ramble Community Connections program to help these individuals thrive in independent and affordable housing and connect as neighbors. This is a dream come true after years of hard work, and we are excited by the potential this project demonstrates as we continue to expand the reach of our mission.



RAMBLE MARKETPLACE - NOW OPEN

As our cover photo shows, we have opened our second retail store and social enterprise, "Ramble Marketplace." Located on the 1st floor of the 30Pearl apartment building, Ramble Marketplace is a gift shop that features products and handcrafted works of art, all "born" in Boulder.

This second location allows us to expand our Ramble Opportunities apprentice program both in sheer numbers and by offering a new range of teachable job skills beyond those available at Ramble on Pearl.



DEMOGRAPHICS OF INDIVIDUALS SERVED

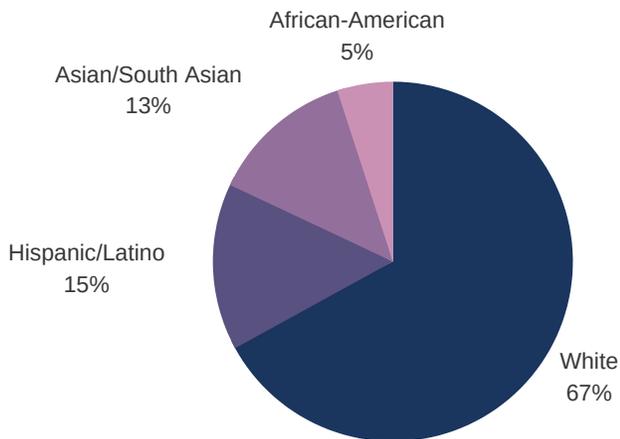
GENDER

- Female: 54%
- Male: 43%
- Non-binary: 3%

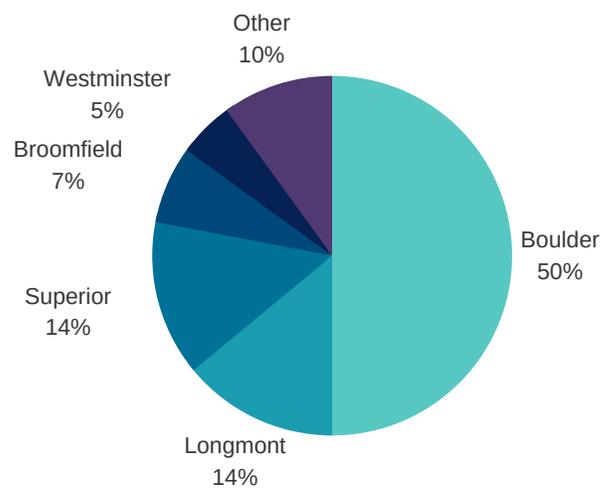
AGE



ETHNICITY



CITY OF RESIDENCE



Representing demographics of participants 2014 to present.



PROGRAM UPDATE

RAMBLE OPPORTUNITIES

APPEALING TO NEW CANDIDATES

The opening of our new store, Ramble Marketplace, creates the opportunity for us to expand the capacity of our Ramble Opportunities program by offering new job training opportunities and employment settings to appeal to a broader range of program candidates.

Dozens of prior program participants have benefitted from the customer-facing aspects of our original venue at Ramble on Pearl. However, individuals who experience social anxiety struggle with the need to interact with customers at Ramble on Pearl. Our expansion into Ramble Marketplace is designed to fit those needs. Here we will be offering packaged gift collections assembled in an adjacent fulfillment space.



NEW EMPLOYMENT OPPORTUNITIES

New job training activities at Ramble Marketplace will allow us to teach skills in high demand with local businesses and create job opportunities for our graduates with a wider range of potential employers.

We hope to launch our Ramble Opportunities apprentice program at Ramble Marketplace in early 2022, hiring our first apprentices on their path to community employment from this second location.

Ramble Marketplace was made possible through our partnership with Boulder Housing Partners and is located on the first floor of 30Pearl's Bluebell Building.



PROGRAM UPDATE

RAMBLE COMMUNITY CONNECTIONS

In February of 2021, residents started moving into Boulder Housing Partners' newly constructed 30Pearl "Bluebell" apartment building, and we officially launched a new program, Ramble Community Connections. Through this program, we assist adults with intellectual and developmental disabilities with access to independent, community-based, affordable housing and support them to thrive in independent living communities.

PROGRAM ACTIVITIES

This year we expanded our program to include various events, experiences, and classes that create opportunities for residents of all abilities to develop sustainable, natural relationships within their community. We currently host activities in the community room of 30Pearl, including arts and crafts, movie nights, social gatherings, potlucks, and yoga classes. We also plan activities for residents to get out and do something fun around Boulder, like bowling, riding bikes and attending musical/theatrical events at the Boulder Bandshell.

We have received tremendous feedback from our residents who report that they love living at 30Pearl. Many of them also say that they are more active than ever before.

We will be growing our program over the next year, increasing the number and types of activities we offer, so be sure to check out our website and emails for updates throughout the year.



ISABELLE'S STORY



Meet Isabelle, one of Nothing Bundt Cakes' newest employees and a resident at 30Pearl here in Boulder! We've known Isabelle and her mom for a couple of years now and helped facilitate connections to help Isabelle find a part-time job in the past and an apartment at 30Pearl. Most recently, Isabelle reached out to Ramble after she graduated from the University of Northern Colorado. She moved into one of the affordable apartments at 30Pearl built by Boulder Housing Partners allocated to adults with IDD.

After getting settled into her new apartment, Isabelle was ready to find a job and joined our Ramble Opportunities job placement program with hopes of finding a position and a company to allow her to shine.

While helping Isabelle with her job search, The Ramble Collective was featured in the Daily Camera with a story about how our organization and our apprentices persevered during the pandemic. Nothing Bundt Cakes was inspired by the article and reached out to see if we had any candidates to fit their needs. Isabelle loves to bake and jumped at the opportunity to apply for a position at Nothing Bundt Cakes.

After interviewing Isabelle, Amy Lupo, Nothing Bundt Cakes' owner, saw a perfect fit and brought her on board! Isabelle started her new job in September 2021, and she loves it. "I love cooking, so this job was perfect for me." Isabelle adds, "I am the person who frosts the cakes and I also help box up the cakes for customers; I'm learning a lot." The folks at Nothing Bundt Cakes are delighted to have become one of our employer partners by hiring Isabelle and have been increasing her hours as she continues to show value to their organization.

“ I like that I have my own place to live here in Boulder. I love the new apartment complex and having new friends. I especially like the community groups that Ramble hosts in the afternoons. ”

RAMBLE ON PEARL



Despite the challenges and increased safety protocols the pandemic brought, we managed to stay open during regular business hours, maintain our apprentice program, and keep most of our staff on board. We are very proud of our apprentices and staff who demonstrated resilience and creativity while navigating the continuous changes all retail businesses faced from the pandemic.



From July 2020 to June 2021 we brought 7 individuals on as apprentices, while supporting 12 individuals in the various phases of our program, and 5 were hired by one of our employer partners.

Brand Partners:

We are thankful for the support we receive from premier active lifestyle clothing manufacturers - our Brand Partners. They share our passion for turning disabilities into possibilities and help make it possible to do what we do.

BRAND PARTNERS



KÜHL

TOAD&CO

APRICOT

mystree

krimson *kl* klover



M. Rena

sherpani

Neasha

a ambler



LOLA JEANS



STARFISH PROJECT
WEAR HOPE. GIVE HOPE

supermaggie

angel + premium

RAMBLE MARKETPLACE

STORE CONCEPT

We just opened our Ramble Marketplace, our second Ramble store! Ramble Marketplace is a gift shop that showcases products and handcrafted creations born and designed right here in Boulder. Located on the first floor of 30Pearl's Bluebell affordable apartment building in the heart of the fast-growing East Pearl Business and Residential District, this store also gives us opportunities to reach more customers with our mission. As mentioned elsewhere in this report, Ramble Marketplace allows us to expand the capacity of our Ramble Opportunities apprentice program by providing additional on-the-job training opportunities and expanding the variety of skills our graduates can offer local employers. Ramble Marketplace is a great place to find a gift for any occasion and support our cause at the same time!



PRODUCT COLLECTIONS

- Wall Art and Decor
- Jewelry and Accessories
- Gifts and Stationery
- Pottery and Vases
- Home and Kitchen Accents
- Baby and Kids
- Pets and Outdoors

THE YEAR IN NUMBERS



12 individuals participated in the apprenticeship program



Apprentices worked a combined **1,132 paid** hours in our stores



A typical apprentice mastered **42** different job skills while working at Ramble



5 program graduates were hired and settled in new jobs



We supported **9** graduates in their new places of employment



20 individuals with IDD moved into the 30Pearl apartments



We were open **360** days despite the pandemic



8,808 customers visited our stores, learning about our mission



17 brands partnered with us to offer discounted or donated goods

Since our program's inception in 2014, 42 individuals have been accepted into our program and 32 have achieved their goal of independent employment.

WILL'S STORY

“Ramble is my favorite work environment that I’ve experienced because of the people surrounding me and the positive energy.”



Will approached The Ramble Collective while working at Goodwill Industries. His goal was to explore new career opportunities and expand his skillset. Like other apprentices, Will was first brought on as a candidate where he explored the work environment and made sure the program was a good fit, and it was clear from the beginning that Will was indeed a good fit. Once hired on as an apprentice, Will expanded his knowledge in customer service and learned valuable skills he could use in his future career, such as interacting with customers, working the cash register, folding clothing, and stocking shelves.



Will excelled as an apprentice and quickly became a star at communicating with customers while keeping the store in tip-top shape. He attributes a big part of this to the work environment at Ramble On Pearl. “Ramble is my favorite work environment that I’ve experienced because of the people surrounding me and the positive energy,” adds Will. “A relaxed vibe and friendly faces are what really make it stand out.”

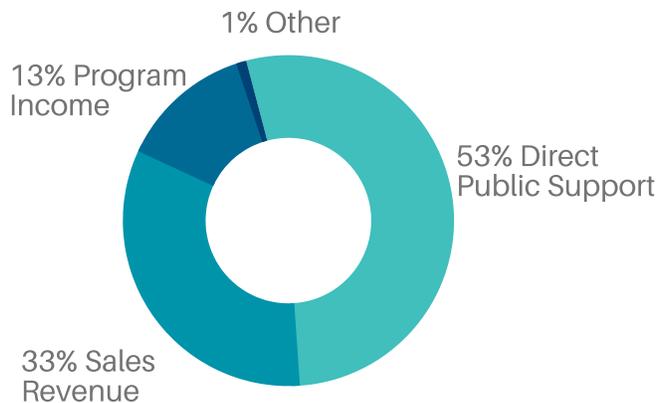
After developing proficiency in all of the skill sets of our Ramble Opportunities apprentice program, Will was promoted to “Master Apprentice” and started working with our job coaching team to find a job he loves. His ideal job would be a stocking position at a bookstore like Barnes and Noble. His other aspiration is to become a voice actor for one of his favorite animated shows – something he enjoys doing in his spare time as a hobby, along with spending time with friends.

INCOME & EXPENSE REPORT

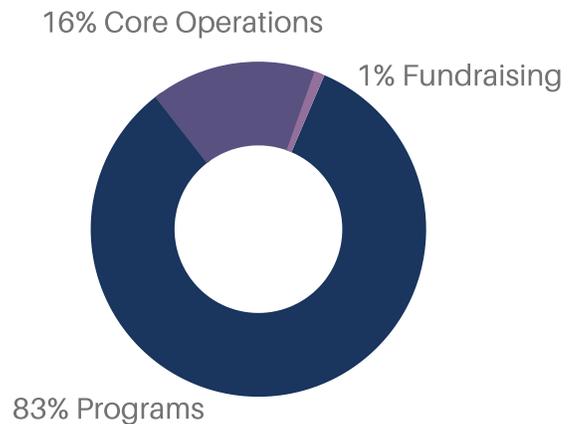
Overall, our income dropped 26% compared to FY20, while we controlled our expenses to within 10%. While the retail store supports our operations financially as well as physically as a venue for our programs, we could not survive on sales revenue alone - especially with the reduced retail sales caused by COVID-19 in the 2020-2021 period.

Combined, charitable gifts from the public and government reimbursement for vocational rehabilitation services and COVID-19 relief funding make up nearly 66% of our revenue. In 2021, we were very fortunate to have received a significant in-kind donation from Bead 4 Life, impacting our “profitability” as an organization in FY21. While this donation won’t impact our immediate financial circumstances, it should have a long-term benefit to our business. Due to the extensive use of volunteers and minimal expenditures allocated to fundraising, the overwhelming majority of our expenses are direct program costs.

INCOME: \$496,841



EXPENSE: \$449,887



2021 DONORS



- Laurel A.
- Dave Angulo
- Anschutz Family Foundation
- Geoff & Mitzi Babb
- Donald Bachmann
- Bank of America Charitable Gift Fund
- Bauervic-Paisley Foundation
- Bixel Family
- Marilyn & Doug Brown
- Bob and Mary Caldwell
- Charles and Linda Carlson
- Donna Catalano
- Abbie Chapman
- Community First Foundation
- Community Foundation Boulder County
- Daniels Fund
- Sarah Dillon
- Debby Dillon
- Carol Dineen
- Joseph DiRago
- Alexandra Dujardin
- Jennie and Josh Feiger
- Mary & Tim Ficker
- Sarah Ford
- Peter Fowler
- Aubrey Harper
- Ruth Henderson
- Kimberly Hills
- Housing Authority of the City of Boulder, Colorado
- Rita Itsell
- Mark and Joyce Johnson
- Michelle Killpack
- John & Amy Klein
- The Lanzano Family
- Gerard & Stacy Laurain
- Lisa & Bruce Lewis
- Christopher & Marlys Lietz
- Kerry Lightenburger
- Connor Long and family
- Lori & Keith Masterson
- Norman and Julie Mause
- Ali Mause
- Luke Mause
- Jenna and Peter Merlin
- Connie and Andy Minden
- Rick and Elaine Pease
- Robert and Marcia Plamondon
- Kristi Plucker
- Zoe Polk - Polk Family Charitable Fund
- Jerry Powell
- Kristin B Powell
- Stacie Ranniger
- Carla and Sam Rapp
- R&J Ringoen Family Foundation
- Alan & Linda Rogers
- Michael J. Scott
- The Schild Family Charitable Gift Fund
- Schone Family Foundation
- Frieda Ware
- Welborn Family Fund
- David Wier
- Jennifer Wilger
- Women's International Niwot Club
- Michael Zimmerman and Teresa Toulouse

LOOKING AHEAD

2021 has been an exciting year as we have emerged from the challenges of the COVID-19 pandemic while fulfilling our dreams of expansion in partnership with Boulder Housing Partners and the 30Pearl project. This program expansion was initiated in 2019 with the signing of a steeply affordable lease for retail/commercial space at 30Pearl. Twenty individuals with IDD now live independently in affordable, community-based housing and are forming lasting relationships with their neighbors in the Bluebell building. This partnership also led to the opening of Ramble Marketplace, a second social enterprise that will allow us to expand the capacity of our apprentice program. We are excited about our future prospects and encourage you to follow us on social media and visit our completely redesigned website in the months and years ahead.

2022 PROGRAM GOALS

- 15 new graduates in community employment.
- 100% increase in participation in our Ramble Community Connections programs with a wider range of program offerings.
- 100% capacity expansion of Ramble Opportunities in conjunction with the opening of Ramble Marketplace.
- Expand our Ramble Opportunities program offerings to include high school age individuals with Pre-Employment Training Services.
- Build the capacity of our Board of Directors and staff as we continue to grow including, hiring an Executive Director to replace the volunteer efforts of our founders.
- Increase the mix of products offered at Ramble Marketplace to include items from Boulder's vibrant natural foods industry and combine them with our launch product mix to create gift collections sold to corporate customers.
- Update our strategic plan.

BOARD OF DIRECTORS

- Andy Minden, Board Chair
- Donna Catalano, Vice-Chair
- Sarah Dillon, Secretary
- Luke Mause, Treasurer
- Connie Minden
- Amy Klein
- David Wechsler
- David Wier



EIN / Tax ID Number: 46-4099034

theramblecollective.org

donate

bityl.com/GiveRamble



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