



ALLIANCE
SUMMIT 2022

Leading with Heart

Empowering the way we Work, Live, Learn and Play



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conversation.**

Agenda

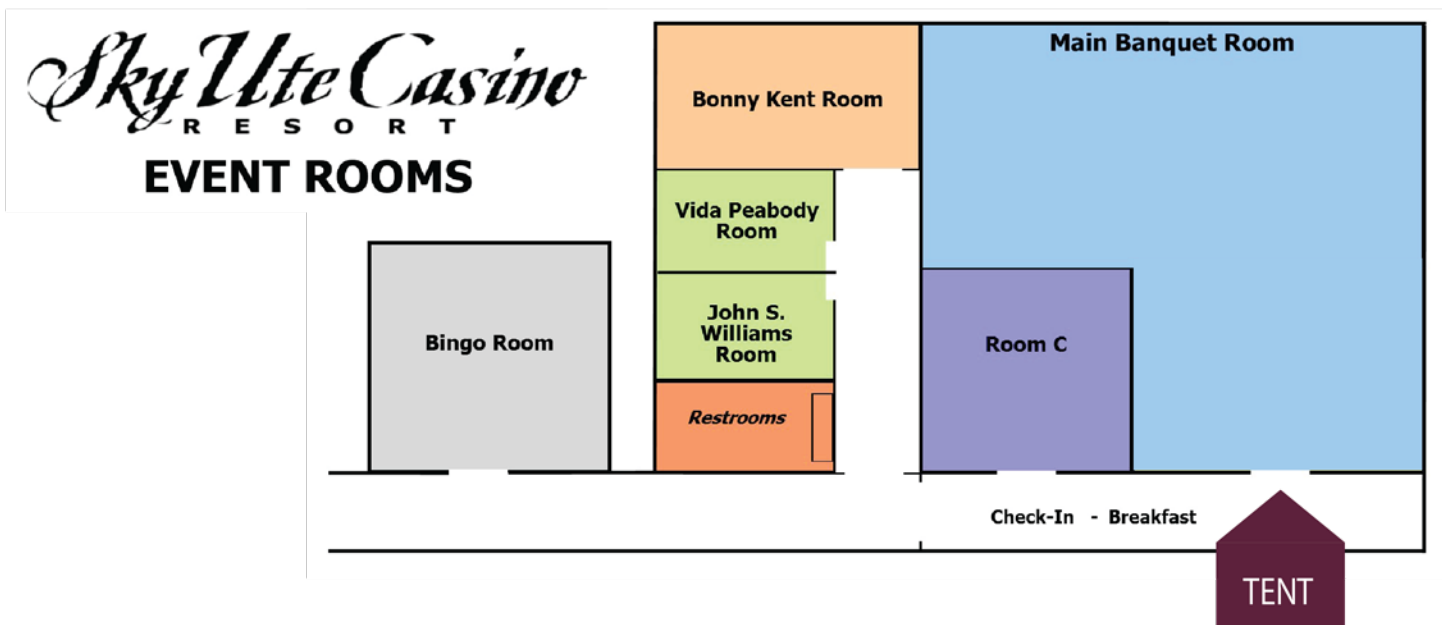
- 8:00 – 8:30 Check In and Networking Breakfast (Main Banquet Room)
- 8:30 – 8:45 Welcome and Opening Remarks (Main Stage)
- 8:45- 9:40 Keynote Address by Sally Thornton - Future of Work
- 9:50- 10:00 Break
- 10:05 – 11:05 Breakout Sessions Morning Track

- Building More Than Brands: Using Digital Marketing to Create Community (Bonny Kent Room)
- Combating the Great Resignation: Retaining and Recruiting Top Talent by Leveraging Culture (Bingo Room)
- Take What You Need: Honoring Wellness in the Workplace (Tent)
- Developing Self-Leadership for High Impact (Room C)
- Modeling Diversity and Inclusion: Why Equitable Employers Win (John S. Williams Room)
- Planning for Growth: Tax, Corporate Structure, and Debt Financing (Vida Peabody Room)

- 11:10 – 11:40 Lunch
- 11:40 – 12:30 Keynote Address by Mike McCabe - Transformational Leadership
- 12:30- 1:20 Keynote Address by Kerry Siggins - Self-Leadership
- 1:20 – 1:35 Break
- 1:35 – 2:35 Breakout Sessions Afternoon Track

- Building More Than Brands: Using Digital Marketing to Create Community (Bonny Kent Room)
- The Power of Culture Debrief (Bingo Room)
- Take What You Need: Honoring Wellness in the Workplace (Tent)
- Developing Self-Leadership for High Impact (Room C)
- Modeling Diversity and Inclusion: Why Equitable Employers Win (John S. Williams Room)
- Planning for Growth: Tax, Corporate Structure, and Debt Financing (Vida Peabody Room)

- 2:40 – 3:40 Keynote Address by Edward Sullivan - Leading With Heart
- 3:40 – 3:50 Closing Remarks
- 4:00 – 5:00 Chairman Circle Reception and Business Showcase (Patio)



Welcome & Thank You!

Hi, I'm Matt Salka, Chair of the Board of County Commissioners for La Plata County, and I want to welcome you to the 2022 Economic Alliance Summit.

Too often it's all about doing what your head tells you rather than your heart. In a post pandemic economy, leaders are ideally positioned to put humanity, compassion, and purpose back into the workplace. When you lead with your heart, others are sure to be touched, both inside and outside the organization.

Thank you, La Plata County Economic Development Alliance and the many other organizations for collaborating to build a foundation of strong relationships, addressing quality of life, and understanding that workforce transformations are critically important.

Thank you for attending the La Plata Economic Alliance Summit. Your leadership, perseverance, and dedication are what will continue to make La Plata County as a whole reach our full capacity and potential.

Matt Salka

Chairman, Board of County Commissioners



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Breakout Sessions

Building More Than Brands:

Using Digital Marketing to Create Community

A conversation about marketing in a modern world. Ben Sorensen from Ascent Digital and Jeff Veirling from Tailwind Nutrition discuss digital marketing tactics you can use to humanize your brand, create loyal customers, and stand out in a saturated online world.

Presenters:

Ben Sorensen

Ben has always had a passion for marketing. In high school, Ben was DECA state champion in “Business Services Marketing” and a two-time national qualifier. After high school, Ben attended Fort Lewis College, where he graduated with a Bachelor of Science degree in Marketing and a Minor in Economics. After graduating, he worked for a marketing agency for almost nine years before founding Ascent Digital in 2021. When he isn’t helping businesses with their marketing efforts, he is enjoying raising a family in Durango and enjoying all the area has to offer!

Jeff Vierling

Jeff Vierling is the CEO of Tailwind Nutrition. Tailwind began with Jeff hurling in a trash can at the Leadville 100 Mountain Bike race, a disappointing finish after months of training. After trying everything on the market, he began making his own drink mix and quickly found himself handing off baggies of white powder in parking lots. Together with his co-founder and wife Jenny, Jeff set out to help athletes have more of those “Heck Yeah!” moments when you surprise yourself with what you can do. Today, Tailwind manufactures and distributes nutrition products for outdoor enthusiasts in all 50 states and 37 countries from their headquarters in Durango, CO. Prior to Tailwind, Jeff started his career at Microsoft and was involved in several startups and civic projects in Durango. He holds a BS degree from Stanford University.

Take What You Need:

Honoring Wellness in the Workplace

Your well-being and the wellness of your employees are a priority. Wellness in the workplace is not one-size-fits-all, and it can be challenging to know where to begin. During this session, we’ll discuss whole-person wellness while diving into how to support the mental health of the people you lead.

Presenters:

Lizette Langefels

Lizette Langefels is the Director of Human Resources at Animas Surgical Hospital in Durango, Colorado. Her role is to help care for hospital workers so they can care for others. A Colorado native, Lizette obtained her Bachelor’s degree from Fort Lewis College and her MBA from Adams State University. She has worked at Animas Surgical Hospital for 15 years in various roles. Hobbies include reading, running, skiing, and Jeeping with her husband and two dogs.

Molly Rodriguez

Molly Rodriguez is a Licensed Professional Counselor (LPC) in the State of Colorado, employed as the Director of Residential and Crisis Services with Axis Health System. She specializes in the Art Therapy treatment modality and is trained as a generalist in various approaches. Molly has been a member of the Axis Health System team since 2012, holding several supervisory and managerial positions overseeing crisis services, behavioral health programming in the Acute Treatment Unit, and leading the clinical development of the community response programs in La Plata County and Montezuma County. She holds a master’s degree in Art Therapy and Counseling from Ursuline College in Pepper Pike, Ohio.

Modeling Diversity and Inclusion:

Why Equitable Employers Win

This session will highlight foundational principles of diversity, equity, and inclusion and why it is critical for organizations. Participants will explore questions about why DEI matters for organizational success to effective practices for embedding DEI in their organizations.

Presenter:

Heather Shotton

Dr. Heather Shotton is a citizen of the Wichita & Affiliated Tribes and is also of Kiowa and Cheyenne descent. She is the Vice President of Diversity Affairs for Fort Lewis College. Prior to joining Fort Lewis, Dr. Shotton served as an Associate Professor and Chair for the Department at the University of Oklahoma. Her scholarship and practice have been dedicated to bringing visibility to Indigenous people and issues in higher education and transforming higher education as a site of reclamation for Indigenous communities. She also served as a co-editor for three critical books that address Indigenous Higher Education. Her contributions to the field of higher education have been recognized at the national level. Dr. Shotton is a strong advocate for diversity, equity, and justice in higher education and has spent her career advocating for marginalized students and communities in educational systems.

Developing Self-Leadership for High Impact

In this workshop, Kerry Siggins will lead you through the process of examining what self-leadership means to you and developing an action plan to take your self-leadership to the next level so that you lead others with confidence, compassion, and high-impact.

Presenter:

Kerry Siggins

Kerry is the CEO of StoneAge. She is one of Colorado's Top 25 Most Influential Young Professionals and was a finalist for Colorado's CEO of the Year in 2017. StoneAge is recognized as a Top 100 company to work for by Outside Magazine. She is an author and a blogger and has two successful podcasts. Kerry is all about showing up, doing the work, sharing experiences, and helping others with their leadership journey.

Planning for Growth:

Tax, Corporate Structure and Debt Financing

In this session, you will get a brief update on changes in tax considerations, opportunities in expansion and growth, legal considerations, corporate structure, and leveraging and managing debt. Many organizations have decisions to make regarding growth. How do you fund expansion, and how can you find tax benefits? Hear from three regional experts and ask your hardest questions.

Presenters:

Brad Tafoya

Brad Tafoya is an FLC Alumni who has lived, worked, and played in Durango for over 24 years. He is a Tax Accountant, Certified Financial Planner™, Registered Life Planner, and Business Advisor that focuses on progressive planning for all the tax and financial events that happen in clients' personal and business lives. He helps his clients make the right decisions by helping them become financially savvy and tax-efficient!

Brad Fox

Bradley Fox is an attorney with over twenty years of experience. He collaborates with clients through all periods of a company's life cycle. Brad represents clients nationally and in the four corners, primarily in business law and intellectual property law. He is a registered patent attorney with a degree in mechanical engineering who spent four years working at General Motors prior to law school. He is also a member of the Region 9 Economic Development District's Business Loan Fund Committee as a Dolores County representative and serves on the Rico, CO planning commission.

Kris Oyler

Kris Oyler is the Co-Founder & CEO of Peak Brewing Co., LLC which has operated Steamworks Brewing Co., El Moro Spirits & Tavern, and HomeSlice Pizza. The company employs up to 350 staffers during the busy summer months and owns a 10% market share of all Durango eating and drinking establishments. A Colorado native, Kris received a BA in Human Performance from Metropolitan State University in Denver. He has served as Chair of the Board of Directors for the Durango Area Tourism Office and has been active in the Colorado Restaurant Association for several years. He has also served on the board of directors for the Colorado Brewers Guild, Region 9 Economic Development Loan Committee, and Business Improvement District Board of Directors in Durango. Kris was a member of the 2002-2003 class of Leadership La Plata and the 2013 recipient of the Barbara Conrad Award for Outstanding Leadership through the Durango Chamber of Commerce.

The Power of Culture and Debrief:

Enabling Teams to Reach Their Full Potential With a Defined Culture and a Consistent Debrief

Everyone has visions, missions and values on the wall but how are they lived? In this session Admiral McCabe and Jessica Matlock will discuss the benefits and steps to having a defined culture. One of the easiest yet hardest things to activate culture is a consistent debrief. Not just when things go wrong but as a way to create best practices, process improvement and lifelong learning.

Presenters:

Admiral Mike McCabe

Mike is a highly decorated, experienced leader, former admiral and corporate CEO, who teaches others to lead and teams to reach their potential. Mike was the Commander of the US 3rd Fleet, the Executive Officer of TopGun, and the Director of Air Warfare for the Navy. Having survived air combat, the 9/11 attacks, and cancer, Mike embodies the spirit of gratitude and lives in a "pay it forward mode".

Jessica Matlock

Jessica Matlock is LPEA's first female CEO in the co-op's 80-year history. Prior to this role, Matlock served as a member of the executive leadership team for 13 years at the nation's 11th largest public utility. Prior to this, Jessica worked as an energy expert for the U.S. Senate and held numerous positions with the Bonneville Power Administration. She co-founded the National Rural Electric Cooperative Association's Women in Power professional network, is Chair of the Next Generation Cooperative Alliance, and has served in various board and leadership positions with the Large Public Power Council, National Hydropower Association, American Public Power Association, the Alliance to Save Energy, Washington State Clean Technology Alliance, and GridForward.

Combating the Great Resignation:

Retaining and Recruiting Top Talent by Leveraging Culture

The world of work is changing. What used to work doesn't. This session will help you understand the key drivers of retention and recruitment (spoiler alert, we aren't talking about ping pong tables and pet insurance). Culture is quantifiable! You will leave understanding 5 key aspects of culture that will make or break your attraction and preservation of high-performing employees.

Presenters:

Suzanne Phare

Suzanne Phare has over twenty years of experience in executive coaching and human resource management and owns Real Ideal Coaching. She is the former HR Director at Ska Brewing and is currently conducting Leadership Training and Executive Coaching in the Four Corners Area. Prior to relocating to Southwestern Colorado eleven years ago, she managed Human Resources for an Emerson manufacturing facility in Boulder, CO. Earlier in her career, Suzanne worked for companies such as Panasonic, North American Energy Services (NAES), and Atari. Suzanne grew up in Seattle and attended the University of Washington, where she holds a bachelor's degree in Interpersonal Communications. Suzanne currently sits on the board of the Durango Network, an independent physicians network, and is the President of the Durango Area HR Managers.

Erin Hyder

Erin Hyder is the Assistant City Manager for the City of Durango. Prior to joining the City of Durango, overseeing and leading the Human Resources, City Clerk's Office, Information Technology, Risk, and Library departments. Prior to joining the City of Durango, Erin spent 20 years in the ski industry leading the people function for a large, multi-resort ski operations organization. Erin graduated from Fort Lewis College in Durango, CO, with a Bachelor's degree in Accounting. She has held board and leadership positions with the Large Public Power Council, National Hydropower Association, American Public Power Association, the Alliance to Save Energy, Washington State Clean Technology Alliance, and GridForward.



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Keynote Address

Transformational Leadership



11:40 – 12:30
Admiral Mike McCabe

Mike is a highly decorated, experienced leader, former admiral and corporate CEO, who teaches others to lead and teams to reach their potential. Mike was the Commander of the US 3rd Fleet, the Executive Officer of TopGun, and the Director of Air Warfare for the Navy. Having survived air combat, the 9/11 attacks, and cancer, Mike embodies the spirit of gratitude and lives in a "pay it forward mode".

Transformational Leadership:

The common threads of TopGun, legendary championship teams, and your organization

Ready for takeoff? Mike "Wizzard" McCabe will share stories that connect the common elements of the highest performing teams on the planet. What differentiates them is their leadership and team centric culture. This candid look at what servant leadership really means and stories that bring them to life will challenge your thinking about your leadership style, your ownership of culture, and how to lead from the bottom up.

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September 21, 2021 | 12:30-1:20 pm



Self-Leadership:

How to Become a Leader Worth Following

Keynote by Kerry Siggins, StoneAge CEO



In this emotional and inspiring keynote, Kerry shares how lack of purpose almost destroyed her and how she used self-leadership as fuel to turn her life around to become a powerful and inspiring leader. After hearing Kerry's story, leaders will understand how to face their insecurities and step into self-leadership to become leaders worth following.

Don't miss the opportunity to hear Kerry and other business leaders at the Summit Alliance 2022 as they share insights on how to Lead with Heart.



StoneAge is honored to be a keynote sponsor of the Alliance Summit. We have been supporting job creation, leadership development, and community activism in La Plata County for over four decades. Rehumanizing work is part of our DNA and drives our commitment to be an employee-owned company.

Keynote Address

Self-Leadership



12:30 – 1:20 – Kerry Siggins

Kerry is the CEO of StoneAge. She is one of Colorado's Top 25 Most Influential Young Professionals and was a finalist for Colorado's CEO of the Year in 2017. StoneAge is recognized as a Top 100 company to work for by Outside Magazine. She is an author and a blogger and has two successful podcasts. Kerry is all about showing up, doing the work, sharing experiences, and helping others with their leadership journey.

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With our non-profit partner, the First Southwest Community Fund, we ensure our region's entrepreneurs, small businesses, and not-for-profit organizations have access to the inclusive and equitable capital they need to grow and enrich our communities.

Resilient Communities

We aim to preserve our community by providing loans to finance various types of home ownership.

Elevation Community Land Trust purchased the Westside Mobile Home Park in 2022.



Vibrant Communities

We strive to strengthen our community by providing financial resources to build and enhance neighborhood schools.

Animas High School established its modular trailer facilities with First Southwest Bank support in 2013.

Sustainable Communities

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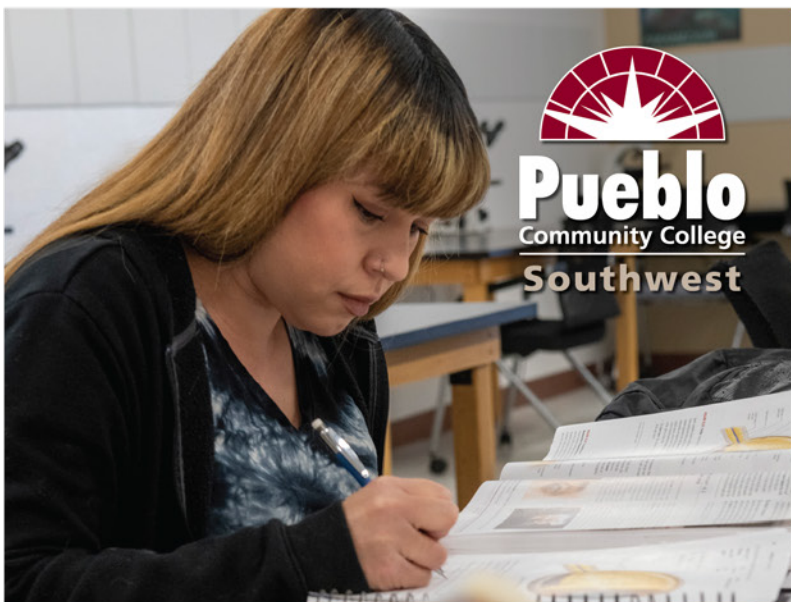


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Keynote Address

Future of Work



8:45 – 9:40 – Sally Thornton

An instigator on how to thrive in the future of work, Sally is the CEO of Forshay, a firm that focuses on how people can do their best work through executive recruiting, interim experts, and optimizing teams through increased inclusion, diversity, and belonging.

How Teams & You Do Your Best Work

The Future of Work requires new frameworks in how we work and live, and this talk will go beyond how to adapt, but to actually thrive in the future work. Sally draws on the science behind work (both behavioral science and neuroscience) to tease out what will remain true and important on how you do your best work on a team. Sally will discuss how to regulate our stress in uncertain times and actions to energize yourself and your team members without burnout.

Keynote Address

Leading With Heart



2:40 – 3:40 – Edward Sullivan

Edward Sullivan is the CEO and managing partner at Velocity Group. His twenty-five-year career as an executive coach and political consultant has taken him around the globe coaching and advising start-up founders, Fortune 500 executives, and heads of state of foreign nations. His work has been featured in the New York Times, the Washington Post, Forbes, Fast Company, USA Today, and Nasdaq, among others. He holds an MBA from the Wharton School and an MPA from the Harvard Kennedy School.

Leading With Heart

5 Conversations That Unlock Creativity, Purpose, and Results

Edward's discussion will help today's leaders learn how to retain and inspire their teams through the one thing he has found works: Leading with Heart. Through his coaching and research he has uncovered the five behaviors transformative leaders engage in to connect authentically with their teams. At a time when workplaces are struggling to build high morale and connected cultures, Leadingwith Heart will help leaders to unlock the best version of themselves and those around them with transformative results.

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Leading with Heart

It seems like in 2022, we are all trying to make up for lost time without having all of the cylinders firing. The biggest challenge we all face is directly or indirectly related to a single word. Affordability. It is the variable that is creating fallout in multiple communities like ours that has reached a crisis level and changed the social fabric of towns. We can talk about the workforce all day long, but affordability is the underlying issue that unexpectedly accelerated.

So does "leading with heart" address our community's most significant problems?

Leading with heart in our context means leading authentically and with purpose. Being intentional and aware. When we look at it from that lens, we can address our challenges by asking what we value most, which in turn creates priorities. Those priorities start with the people we need in our community. The workforce that our economy is dependent on and the workforce that we need to make us the vibrant regional economic hub we can be.

The Alliance is committed to this cause, and all of our efforts are directed to housing, workforce development, and creating the business environment that will keep entrepreneurs and businesses growing here.

When we say "Be part of the conversation," it means to be part of the solution. Be part of how we want to purposely shape how we live, work, learn and play.

Thank you for being here today. It is our objective that you get inspired and find a nugget to take back to your team. That you continue to lead with heart.

Michael French
Executive Director





ALLIANCE SUMMIT 2022

Alliance Mission

To create a vibrant and resilient economy from the recruitment, retention, and growth of business, by fostering public and private partnerships, and preserving our quality of life.

Alliance Vision

The Alliance will enable La Plata County to be one of the most vital, vibrant communities in the country to live, work, learn, and play.

2022 Top Tier Strategies

Workforce Housing
Workforce Development
Business Capacity and Growth

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Dr. Steve Elias
Dean, FLC School of Business

Patty Zink
Owner, Animas River Wetlands/Waterfall Ranch

Mayor Ashleigh Tarkington
Town of Bayfield

Matt Salka
Commission Chair, La Plata County

Edward Box
Town of Ignacio Trustee

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Elizabeth Calagias
J.J. Desrosiers
Wyatt Goodell
Tommy Crosby

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Michael French, Executive Director
Michelle Furi, Director of Operations

LPEA

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Centura Mercy Hospital is an 82-bed, acute-care hospital in Durango, Colorado. Mercy was founded in 1882 and has grown to become Southwest Colorado's largest and most technologically advanced medical facility. It is the only hospital in the Four Corners region to receive a five-star rating six consecutive times for overall hospital quality from the Centers for Medicare and Medicaid Services.

Mercy's areas of specialty include orthopedic and spine surgery, cardiology, emergency and trauma care, cancer care, Mercy Hospice House, Flight For Life, sports medicine, and more.



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Mercy was founded by the Sisters of Mercy in 1882. Today, Mercy Hospital is a 212,000-square-foot state-of-the-art facility, with the latest medical technologies, an attached 153,000-square foot medical office building, and plenty of room to expand in the future. Although the Sisters of Mercy are no longer involved in the hospital's operation, Mercy honors - and continues - the Sisters' legacy of care.

Distinctive Services

Noteworthy areas of care include:

Hospital Services - Healthgrades Awards

- Five-star recipient for Colorectal Surgeries for 3 years in a row (2020-2022)
- Five-star treatment of Sepsis for 3 years in a row (2020-2022)
- Five-star recipient for Treatment of Pneumonia for 4 years in a row (2020-2022)
- Named among the top 5% in the nation for Outstanding Patient Experience for 2 years in a row (2020-2021)
- Named among the top 10% in the nation for Outstanding Patient Experience for 13 years in a row (2009/2010-2021)
- Named among the top 15% in the nation for Outstanding Patient Experience for 13 years in a row (2009/2010-2021)
- Named among the top 10% in the nation for Overall Pulmonary Services in 2022
- Outstanding Patient Experience Award™ for 13 years in a row (2009/2010-2021)
- Recipient of the Healthgrades 2022 Pulmonary Care Excellence Award™

Hospital Services - Additional Awards

- 2021 Top Rural Hospital - Leapfrog Group
- 5-star rating for overall hospital quality - Centers for Medicare & Medicaid Services

- Top 100 Rural & Community Hospital - The Chartis Center for Rural Health
- "100 Great Community Hospitals" by Becker's Hospital Review

Cardiology Services

- American College of Cardiology's NCDR ACTION Registry Platinum Performance Achievement Award
- American College of Cardiology's NCDR Chest Pain - MI Registry Silver Performance Achievement Award
- Five-star recipient for Treatment of Heart Failure for 3 years in a row (2020-2022) - Healthgrades

Home Health

- Top 500 HomeCare Elite agency - Ability and DecisionHealth

Oncology Services

- Quality Oncology Practice Initiative Certification Program (affiliate of American Society of Clinical Oncology)

Orthopedics

- Five-star recipient for Total Hip Replacement for 4 years in a row (2019-2022) - Healthgrades
- Five-star recipient for Total Hip Fracture for 4 years in a row (2019-2022) - Healthgrades

Women's Health

- Best Maternity Care Hospitals - Newsweek

[centura.org](https://www.centura.org)



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Letter from our Alliance Chairman

The Heart. It is truly an incredible organ. Physically, our hearts pump roughly 2,000 gallons of blood throughout our bodies every day. It is centered in our chest and pumps oxygenated blood throughout our circulatory system. To the tip of every finger and toe that pressurized system then brings waste and carbon dioxide back to the lungs, which we exhale before breathing in oxygen and starting the process over again. The heart is conveniently located at the core of each and every one of us so that it can efficiently deliver this oxygenated blood to the rest of our body. Understanding the physical role of the heart gives a great framework for this year's Summit theme, "Leading with Heart".

Let's be honest, we have all worked for a "finger" or a "toe" in our careers and some of us have had the pleasure of working for leaders whose heart is truly in it. "Leading with Heart" doesn't mean you are perfect. It does mean you are honest, engaged, trustworthy, passionate and that you genuinely care about and are connected to your team. It is an acknowledgment that you are a key component in a larger body, that without each other, does not work. The heart's mission is simple, keep every inch of the body supplied with what it needs to survive and perform. The mission is simple, the execution is where the work comes in. This year's Summit is geared toward empowering our leaders to not passively exist but to be the heartbeat of your organization and to take great pride in that role.

The last few years we have coined the terms "The Great Resignation", "Big Quit" and the "Great Reshuffle". Today we will unpack and discuss how to engage and lead new employees coming into our organizations, including the remote worker, while maintaining and building the culture within the organization. The heart is a muscle and like all muscles gets stronger with work and proper exercise. My ask today is for you breathe deep and take in all that you can and then take it back and pump it throughout your organization. Our speakers today are some of the country's best and have largely dedicated their lives to leadership and our hope today is that you leave invigorated and with a realization of how "Leading with Heart" can revolutionize your organization.

Jameson Bobbin.

Chairman of the Board of Directors, La Plata Economic Development Alliance

Durango Market President, Vectra Bank



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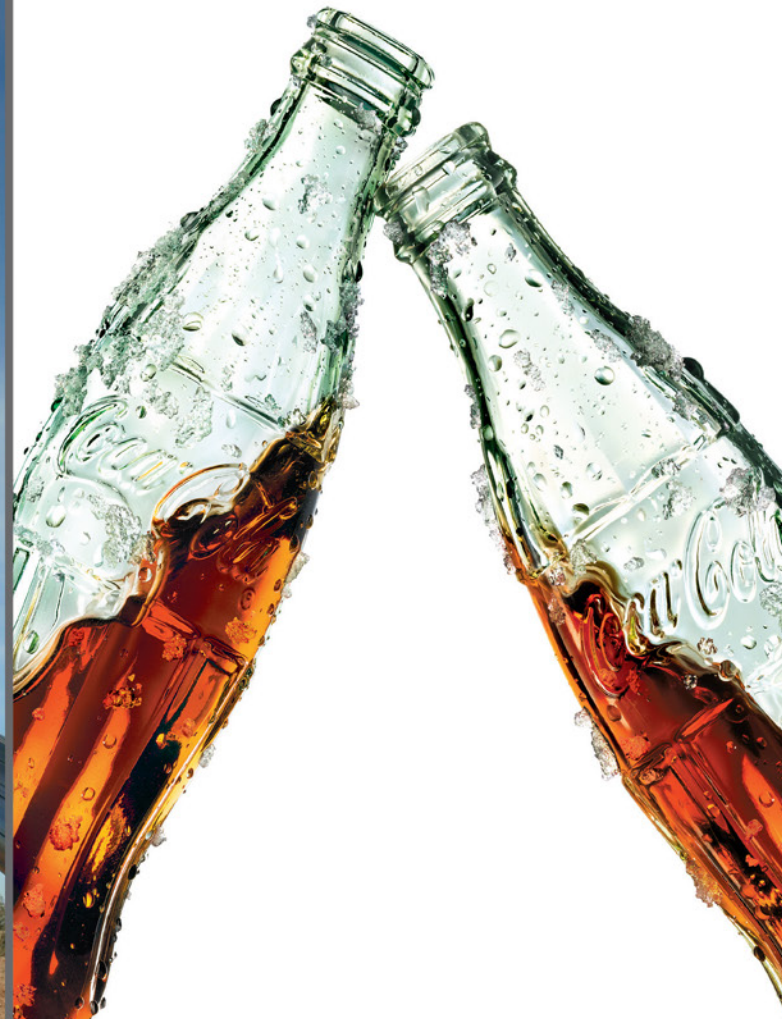


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Above: Project Manager, Chris Schnurr and Superintendent Andrew Everett at the steel "topping out" construction milestone for the Health Sciences Center project at Fort Lewis College.

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Economic Vitality and Quality of Life

Our goal is economic prosperity and quality of life for our community but it will not happen without affordability. So, what are we doing about it?

We have to address and create opportunities for attainable housing, ensure an available and skilled workforce with excellence in diverse sectors, and commit to education and workforce development. We have to be able to keep and grow the businesses here and encourage entrepreneurship. We have to leverage our geography and culture, while protecting our forests and rivers ensuring sustainable, resilient economic development. With this in mind we are committing to the following three major themes:

- **Housing Solutions**
- **Expand & Recruit Workforce**
- **Business Capacity and Growth**



ECONOMIC DEVELOPMENT
ALLIANCE

La Plata County Workforce Housing 3 Year Investment Plan

In fall of 2021 the Alliance partnered with the City of Durango to apply for a Rural Economic Development Initiative (REDI) grant to initiate a 3 Year Housing Investment Strategy for La Plata County. This housing investment strategy prioritizes the key steps necessary to maximize the creation of housing affordable to the local workforce across La Plata County.

This strategy document is a tool to bridge together a network of housing strategies and it is designed for accessibility. Here is a summary of the six strategies:

- **Rental Inventory and Density Where Appropriate**
- **Inventory Production for Homeownership**
- **Land Development Initiative - Commit to "Big Idea" Projects of Scale**
- **Preservation of Undermarket Inventory**
- **Sustainable Local Housing Trust Fund**
- **Ongoing Education and Advocacy to Community**

Catalyst Fund

Establish a Housing Catalyst Fund to support non-tax credit workforce housing projects with predevelopment costs and infrastructure

Predevelopment and infrastructure funding is the first funding for any project and also the riskiest funding. Obtaining financing for these costs is difficult in good economic times and impossible in challenging times. When a local community, agency or local government provides predevelopment and infrastructure resources, they have more influence over a project's success and most importantly, can help a project move forward. The Alliance is finding matching funds to create a fund in excess of \$1M to influence projects starting in late 2022.

A woman with dark hair and glasses is looking down at a document. She is wearing a dark jacket over a pink top and a necklace. The background is blurred, showing other people in a room.

Rental Assistance Program

The Alliance has collaborated with La Plata County, the City of Durango and First Southwest Bank to launch the **La Plata County Workforce Rental Assistance Program**. The micro lending program will assist our workforce to cash flow the initial burden of a rental lease. The program is offering low-cost, fixed-rate micro-loans of up to \$5,000 to cover first month's rent, last month's rent and/or a security deposit for eligible La Plata County renters. For more information on how to qualify visit yeslpc.com.

Alliance & Fort Lewis College Talent Development Program

The Alliance has partnered with La Plata County, Fort Lewis College and Pueblo Community College to create an internship program meant to have an immediate impact on existing staffing needs and business growth.

The program enables the Alliance to fully fund interns for membership organizations up to \$3000 per intern. The objective is to find strong candidates and become familiar with them prior to making a full-time offer.

Employers have reported converting more than half of eligible interns into full-time hires which expedites onboarding and creates a cost savings in recruitment and hiring process.

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