



# 2024 NORTHERN COLORADO

## INTERSECTIONS



### PURSUING REGIONAL WELL-BEING



COMMUNITY FOUNDATION  
OF NORTHERN COLORADO



## HELLO, NEIGHBOR

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On behalf of the Community Foundation of Northern Colorado and our partners, I'm pleased to share our inaugural report: **Northern Colorado Intersections: Pursuing Regional Well-Being.**

This report is the culmination of more than a year of work, including numerous community stakeholder meetings throughout Northern Colorado. Our hope is this report provides something different – a new way to look at data, a new way to think about how we function as a region, and a new way of understanding our region's interdependence. And perhaps most importantly, our hope is that this report is a catalyst to start important community conversations about how we can work collaboratively to address our common challenges.

It's no secret, Northern Colorado is a magical place to call home. This magic has spurred significant population growth in our region, and it's only expected to continue. With this growth and other associated factors, our systems, communities, schools, and organizations are increasingly under pressure.

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**Larimer and Weld counties are two of the fastest-growing counties in Colorado. They are predicted to grow 92% in population from 2015 to 2045.**

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The overarching goal of this report is to help us understand where we are today and begin the collective work to move toward where we want to be in the future. Our aim is to increase well-being for all.

Let this be your official invitation to join us on this journey. You are a valuable member of this community and your talent, skills, and passion will drive this work. This is not something we can do alone. It will take change makers from the entire region to carry this mission forward. This report can be the first step.

With great hope,

A handwritten signature in blue ink that reads "Kristin Todd". The signature is fluid and cursive.

**KRISTIN TODD,**  
*President & CEO*  
*Community Foundation of Northern Colorado*

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## THE MAGIC OF NORTHERN COLORADO



There is something about Northern Colorado that makes it special. With hundreds of recreation options, good job opportunities, great schools, beautiful views, relatively mild weather, and a caring citizenry, **why wouldn't you want to live here?**



The Northern Colorado region, Larimer and Weld counties, is a desirable place to live. The economy is strong, and jobs in the tech and energy sectors are growing. Our agricultural industry remains powerful, and the oil and gas sectors continue to be forces in our economy. Our students are performing above average, and violent crime rates are declining.

In every corner of the region, you can find bike paths and open spaces. Parks are plentiful and recreation opportunities abound. Communities have invested in the arts and attractions. Hundreds of small businesses have built thriving customer bases.

Our region is home to many prominent institutions of higher education including Colorado State University, University of Northern Colorado, Aims Community College, and Front Range Community College. These schools give people the opportunity to further their education and better their careers.

On the whole, residents are relatively young, healthy, and active. Running, biking, hiking, and climbing clubs

meet regularly. Dance lessons and yoga classes are easy to find. And unlike other places in the country, people in Northern Colorado spend considerable time outdoors.

However, these things alone don't make Northern Colorado more special than any other growing community. The element that sets this region apart is the people.

Like many of us who relocated to Northern Colorado, other people across the country and world want to move here. This report is focused on the continuing increase in population growth and how this growth is impacting our systems.

**NORTHERN COLORADO IS  
BEAUTIFUL BUT IT'S THE PEOPLE  
WHO MAKE IT MAGICAL.**

# GROWTH: THE DOUBLE-EDGED SWORD

## Identifying Pressures & Opportunities

Population growth puts pressure on all of our systems from education to healthcare. It's driven up housing costs and decreased housing availability. Childcare is hard – if not impossible – to find in many communities in Northern Colorado. Growth has congested our roads and increased the need for community resources. It's contributed to shifts in our economy and changes in our political landscape.

On the other hand, without growth, there is little opportunity. For some areas in our region, growth has encouraged major tech companies to move into the area and has increased the number of well-paying jobs. Growth is responsible for diversifying our population and increasing social connections. Growth has helped fund our schools and pave roads. In some areas, growth has increased access to everything from the arts to good food to fiber internet connections.

However, rural communities in our region have sometimes been left out of the benefits of population growth. Not all communities have access to familiar amenities, opportunities, and resources. Growth, and the opportunities that have come with it, are not equitably distributed across the region.

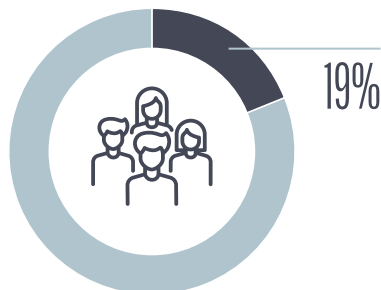
Looking ahead, our work lies at the intersection of identifying where we are feeling the pressures of growth and channeling the opportunities this growth provides our region.



**POPULATION GROWTH IS NEITHER ALL GOOD NOR ALL BAD, IT IS SIMPLY OUR REALITY.**

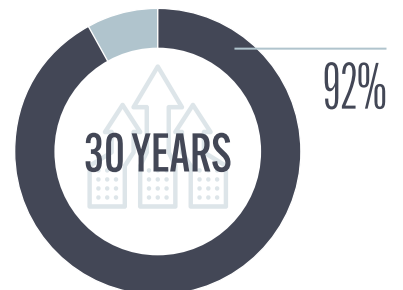
### GROWTH RATES

Since 2010, Colorado's population has grown almost 20%.



**COLORADO IS ONE OF THE FASTEST GROWING STATES IN THE U.S.**

Larimer and Weld counties are two of the fastest-growing counties in Colorado. **They are predicted to grow 92% in population from 2015 to 2045.**



## THE COMMUNITY FOUNDATION OF NORTHERN COLORADO: COMMUNITY IS OUR BUSINESS



The Community Foundation of Northern Colorado (NoCo Foundation) serves the entire Northern Colorado region by working as a catalyst for change. We aim to increase well-being, inspire philanthropy, spur community projects, and support front-line nonprofit organizations. We firmly believe we are more likely to solve our complex societal challenges if we work together as a region.

The NoCo Foundation has proudly served Northern Colorado since 1975. Today, we manage and administer over 600 charitable funds and nearly \$200 million in assets for the greater good (as of December 2023). More importantly, we work to foster ideas and collaboration, spur action, and advance solutions in the region. Community is our business.

The NoCo Foundation believes data and information can empower individuals, families, and communities to make better decisions that benefit us all.

Our new initiative, **Northern Colorado Intersections, Pursuing Regional Well-Being**, invites you, our neighbor and friend, to review statistically valid data, lived experiences, and narratives, and then join us in an ongoing conversation about one of our region's most pressing issues: population growth.

Some have called us bold to be so direct about a topic that has been bubbling up for decades. Yet we know that people are moving here and that growth is expected to continue. So we are inviting the community to discuss our regional well-being and join us in identifying gaps in service, potential changes in policy, and possible solutions. Throughout 2024, the NoCo Foundation will convene meetings and facilitate community collaboration toward this goal.



### WE'RE PURSUING REGIONAL WELL-BEING. WILL YOU JOIN US?

Our region acutely feels both the pressures and opportunities from population growth. The NoCo Foundation's goal is to be a unifying resource to catalyze regional collaboration and facilitate the work of addressing these pressures and realizing opportunities.

We can't do it alone, though – it will take all of us. We invite you to join us on a journey of shaping the future of Northern Colorado.

# THE INTERSECTIONS OUR REGION NAVIGATES EVERYDAY

## What's the Story?

In this report, we're taking a hard look at where our entire region is as of today. We are looking at the intersection of data indicators and experiential stories to better understand how the pressure of population growth is affecting our region.

In this report, you'll find:

- **The Numbers of Northern Colorado**  
Tables, graphs, and charts detail a wide range of key data indicators that identify where our region is doing well and where people are feeling the pressures of life most acutely. This report is not a dashboard of all available data.
- **The Stories of Northern Colorado**  
Many community reports stop at data, but numbers can't tell the whole story. In this report, you will also read stories behind the data.

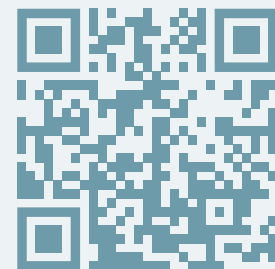


By thinking collaboratively and working regionally, we can begin to address the challenges of population growth and leverage the opportunities ahead of us.

## WHERE'S THE DATA?

Through our partnership with Colorado State University's Institute for the Built Environment, we were able to analyze the significant amount of data that already exists in our region. No new research was commissioned for this report.

Interested in digging in deeper? Refer to the sources at the end of this report, or visit the [nocointersections.org](https://nocointersections.org) website to read more about where the data originated and how to access it.



## WHERE WE WANT TO BE IN THE FUTURE

### A New Way to Look at Issues, Ideas, and Impact

With the help of the Institute for the Built Environment at Colorado State University and the Institute for the Research on Social Sciences, we've utilized a new framework to help us see this work through a new lens that allows us to see patterns, identify pressure points, and recognize opportunities across scales.

We believe that increasing our regional well-being requires a regenerative approach. An approach where we build bridges across people, organizations, and communities. It requires a shift in our perspective. This work is about increasing the capability and capacity for individuals and communities to achieve well-being at every scale in a way that is most meaningful for them.

This framework is different from other community indicator reports in that:



**THE FRAMEWORK HIGHLIGHTS THE INTERCONNECTEDNESS OF THE REGION.**



**THE FRAMEWORK FOCUSES ON KEY INTERSECTIONS.**



**THE FRAMEWORK FOCUSES ON REGENERATIVE COMMUNITY DEVELOPMENT.**



**THE FRAMEWORK DOESN'T RELY ON NUMBERS ALONE. LIVED EXPERIENCE IS AT THE HEART OF THIS REPORT.**

### WHAT IS WELL-BEING?

For a person to reach a sense of well-being, their needs need to be met, they need to have a sense of security, they must have access to job or growth opportunities, and they must have social-emotional outlets such as connections, networks, and support systems. Well-being works at many levels, from individuals to a whole region.



#### MENTAL

Can cope with the normal stresses of life

#### PHYSICAL

Ability to maintain a healthy quality of life

#### FINANCIAL

Financially secure & in control

#### WORK

Engaged & like what you do

#### COMMUNITY

Belonging & social connectedness

#### SOCIAL

Meaningful relationships



## COMMUNITY INTERSECTIONS



### Where it All Comes Together

The remainder of this report centers readers at the intersection of “who we are” and “where we want to go.” You’ll read about six key intersections where pressures and opportunities meet. Within each of these areas, you’ll find data about how population growth is affecting our region, what pressures people are experiencing, and see some of the opportunities that lie ahead. Lived experiences bring to life what numbers cannot do alone.



#### NOURISHING

the process of providing essential nutrients, resources, care, or positive influence that contributes to the overall health, vitality, and flourishing of an individual, relationship, or system.



#### BEAUTIFYING

the process of enhancing, improving, or adorning to emphasize desirable features and/or to express significance, meaning, or value.



#### SHELTERING & CARING

the process of providing a place of respite and protection, enabling individuals to find temporary or permanent relief from adverse circumstances.



#### CONNECTING

the process of sharing a common experience, state, or bond with others, which may include spiritual, emotional, or cultural connections and gathering, conversing, and/or sharing a common experience, state, or bond.



#### TRANSACTING

the process of exchanging goods, services, or information with the intention of fulfilling a particular need, desire, or objective.



#### RENEWING

the process of continuing and bettering our communities through civic engagement, philanthropy, volunteerism, and renewing both ourselves and the world around us.



# NOURISHING

**NOURISHING** is the process of providing all that is necessary for healthy growth, development, and physical, mental, and emotional conditions. Nourishment is one of the most basic, but important, indicators of well-being on both an individual and regional scale. The intersections of agriculture, energy, water, and food nourish our region, but challenges in these sectors have increased pressure in recent years.

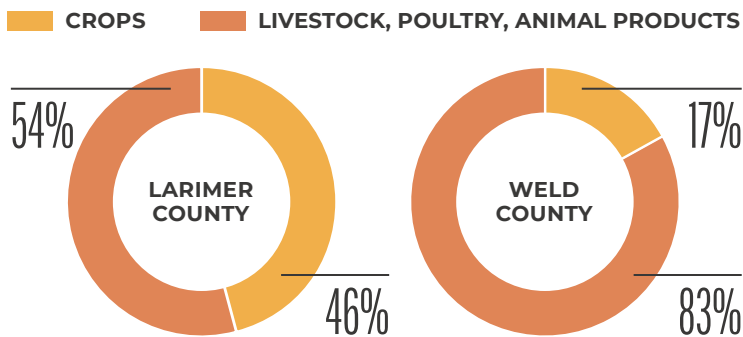
## Agriculture

Agriculture is a significant contributor to the economy of Colorado and Weld County is the largest agricultural producer in the state. This industry not only drives jobs and opportunities for residents, it also feeds other related industries.

As agriculture relies on both land and water to function, population growth in Northern Colorado has had a huge impact on this industry. The Colorado Farm Bureau lists urbanization – population growth – as one of the top pressures facing the agriculture industry in Colorado.

This represents an important intersection between the need for housing as we grow with the need for land and water for agriculture. The future of agriculture will be impacted as new developments continue to pop up and as our population continues to both urbanize and age simultaneously.

## PRODUCTION LEVELS

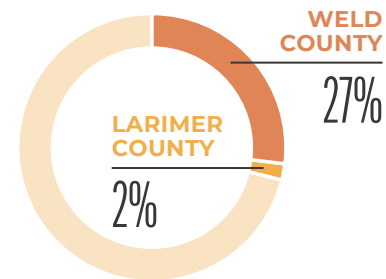


# \$2B

The total market value of agricultural products sold in Northern Colorado. The bulk is from Weld County.

## AGRICULTURE FOCUSED

Nearly 30% of the state's agriculture production is from Northern Colorado.



## YET, LAND IS DECREASING

The data from the USDA's National Resources Inventory showed a decrease in the amount of agricultural land between 2007 and 2017.



“As farmers and ranchers, we do our best to take care of the land we live on, but it can be hard with a new development going in across the street.”

**AMBER GRAVES**, a fifth-generation farmer and part-owner of Morning Fresh Dairy

“ People think oil and gas is evil or awful but it’s an incredibly big part of our economy. Not only does it provide absolutely necessary products to run our country, but it also provides really good jobs. Working at the plant pays for our way of living. If I didn’t have this job, we wouldn’t be able to afford a house. We couldn’t put our kids in daycare. And food, it’s so expensive right now. We’re not rich, but this job gives us a much better way of life so we can live in Northern Colorado and enjoy life here. There’s no other industry that I could move to that would provide the same for my family.

**BRIAN COCHRANE**, *Lead Operator of a Phillips 66 (formerly DCP Midstream) Processing Plant*



COLORADO  
RANKS  
AMONG THE  
**TOP 10**  
STATES FOR  
TOTAL ENERGY  
PRODUCTION

5<sup>TH</sup>

LARGEST  
PRODUCER OF  
CRUDE OIL

8<sup>TH</sup>

NATURAL GAS  
& COAL  
PRODUCTION

## Energy Transitions

Colorado ranks among the top ten states in the United States for total energy production. Our state is the fifth largest producer of crude oil and eighth in natural gas and coal production. Production of both oil and natural gas has been rising steadily, with nearly five times the production of oil and double the production of natural gas over the past decade. This industry is another big driver of our economy, accounting for many high-paying jobs.

However, there is an intersection between energy creation and health. The production of some types of energy creates greenhouse gasses that can negatively impact health and the environment. These types of jobs are also physically laborious which means they are better suited for younger workers.

As the population grows, energy usage is on the rise. Industrial and commercial sectors comprise 29% of our energy use, while transportation and residential usage accounts for 26% each. All of these figures will likely continue to grow as our population grows, and thus, our total energy use is on the rise. The intersections between energy creation, energy use, and transitions in this sector will continue to create pressure in our region for years to come.

Federal and state regulations have forced the industry to shift toward producing more green energy – changing jobs, manufacturing, and systems.



“The driving force of new residential, commercial, and industrial development is our access to water and water infrastructure. While we have municipal partners and a water provider helping us keep up with demand, we have our own investments to make. As Eaton grows, we must protect the integrity of the community and create a pathway to the future where we are resilient and collaborative in solving issues.

**WESLEY LAVANCHY**, *Town Manager for Eaton, CO*

### Water

As a high, arid state that is heavily vested in agriculture, water is a growing concern. Population growth puts additional pressure on already scarce water supplies.

The ability of communities to meet the growing demand for housing is directly tied to their ability to supply additional water rights to supply new developments.

These water rights must either be bought from farmers, sometimes worth more than even the land itself, or be supplied through large infrastructure projects that bring water over from the less populated Western Slope of the Rockies to the Front Range.

Municipalities are working to manage water, but the combination of population growth, water scarcity, and climate change make this one of the primary issues facing Northern Colorado in the decades to come.



Photo Credit: Town of Johnstown

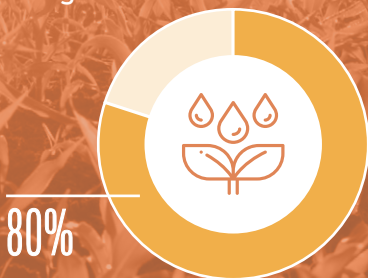
“Johnstown is experiencing a lot of positive changes and an increasing population. We’ve gone from approximately 12,000 people in 2015 to about 20,000 in 2023.

Our Town Staff is working tirelessly to keep up with demand, whether it is citizen and community development needs, recreation amenities, or water and sewer infrastructure planning and construction. We are focused on investing in our people and processes for the Community’s long-term benefit and success.

**MATT LECERF**, *Town Manager for Johnstown, CO*

### WATER & AGRICULTURE

Agriculture represents the largest water use in the state, using more than 80% of our total annual water usage.



### Food Insecurity

A study by the Colorado Health Institute found food insecurity to be a problem in Colorado and the issue affects people with lower incomes, rural residents, young adults, people of color, and women disproportionately.

According to the USDA, parents often protect their children from food insecurity even when the parents themselves experience reduced dietary quality and intake. In some food-insecure households, only the adults are food insecure.

Food banks, nonprofit organizations, school programs, and public assistance programs such as the Supplemental Nutrition Assistance Program (SNAP) and Women, Infants and Children (WIC), work to alleviate food insecurity for some, but the need is increasing as the population grows and costs, such as housing, childcare, healthcare, and other living expenses, continue to rise.

In 2018, Colorado raised the eligibility for SNAP from 130% to 200% of the Federal Poverty Level (FPL), reflecting how inflation drives up the need. Food security is often associated with better health outcomes, including both physical and mental health.

Food insecurity is a complex issue. It often intersects with jobs, income levels, access to healthy foods, the costs of housing and childcare, rural economies, transportation, public health services, and education. As the population in Northern Colorado grows, so will food insecurity.

### FOOD INSECURE NEIGHBORS

3.2x MORE LIKELY TO BE IN POOR HEALTH

4x AS LIKELY TO REPORT POOR MENTAL HEALTH



### HEALTHY MEALS FOR ALL PROGRAM

Food insecurity rates are expected to go down after voters approved the Healthy Meals For All program that provides free breakfast and lunch for all Colorado public school students. This does not, however, assure food security at all times of the year and also does not ensure food security for all adults in Colorado.



### PRESSURE-RELIEVING WORK

- The Northern Integrated Supply Project by Northern Water will create two new reservoirs that will help Northern Colorado communities meet their future water needs and will improve river flows and protect wildlife and our environment. Construction is slated to begin in 2024.
- The Food Bank of Larimer County and the Weld Food Bank have added mobile food pantries to serve people where food is needed most.



# SHELTERING & CARING

**SHELTERING & CARING** is the work of providing a place of respite, protection, and care for all residents. This includes not only housing, which provides shelter within our communities, but also looks at how vulnerable populations are being protected within our region.



The Estes Park area is unique in that geographically, we are confined regarding building homes and roads. Yet a lot of people want to live here – for our community values, access to nature and Rocky Mountain National Park, and for the small-town connectedness. But housing is more and more unattainable; currently, there are over 1,000 people on the Housing Authority’s waitlist for housing assistance. We aren’t alone though – there are partners at all levels coming together to proactively look at issues. Working on the big issues together benefits all of us.

**CARLIE BANGS,**  
Housing and Childcare Manager,  
Town of Estes Park



## Housing and Housing Affordability

Housing and housing affordability have become a major concern with the rising population in Northern Colorado.

Towns like Wellington and Estes Park are now hitting the limits of how much housing they can continue to develop because of limited water supply, natural boundaries, and increasing costs. While all of the major towns and cities in both Larimer and Weld counties have grown in the last decade, some have grown much faster than others. Timnath, for example, has grown by almost 1000% since 2010. Home prices across Northern Colorado have risen dramatically over the past decade and have exceeded gains in median household income.

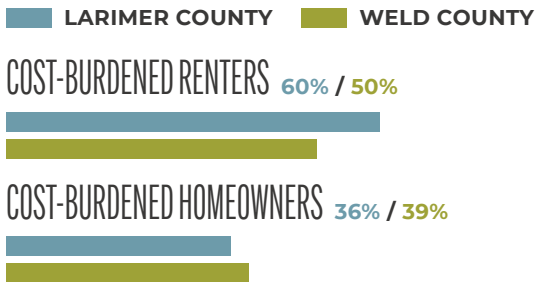
Estes Park, in particular, is seeing dramatic falls in median income due to an aging population. The population has aged due to several factors, one being that retirees have found the region to be particularly desirable. When the aging population is combined with dramatically rising home prices, a lack of high-paying jobs, and limited childcare options, the town is losing families and children, making it the fastest-aging city in the region.

Cities like Fort Collins, Loveland, and Greeley are adapting to growth and protecting affordability by densifying housing and implementing affordable housing programs, but they still struggle to serve residents with incomes in the bottom quintiles.

Housing presents a big intersection between wages, the laws of supply and demand, and the lack of affordable developments. People are simply being priced out of homes in many cities in our region. Families are then often forced to move to smaller, rural towns which has dramatically increased pressure for housing, childcare, water, and more in those communities.

## PRIORITIZING HOUSING FOR ALL

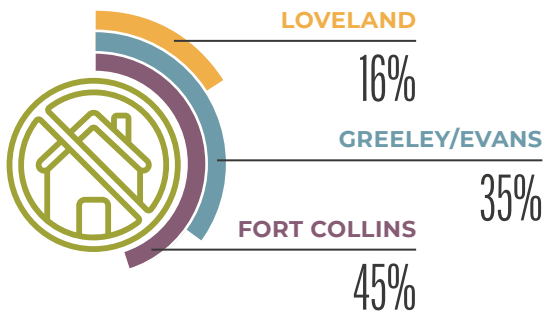
Cost-burdened renters and homeowners spend over 30% of their income on housing.



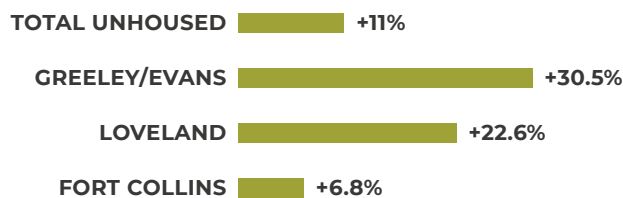
The total population of unhoused individuals in Northern Colorado for 2023

# 822 INDIVIDUALS

Where the majority of the unhoused are concentrated:



There was an overall increase in unhoused individuals from 2022-2023.



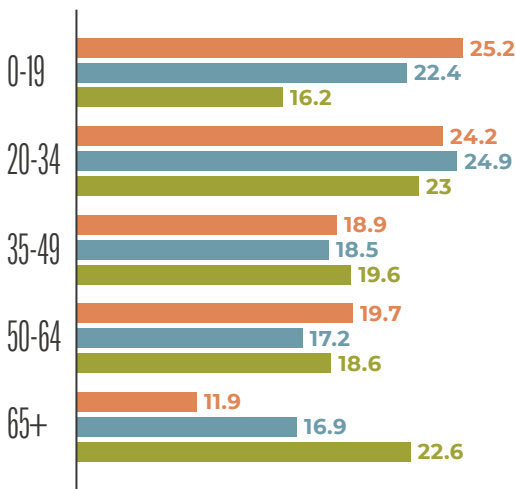
“ In my line of work, I have referred older community members for housing, food, clothing, and so forth. My experience is that there is not enough affordable housing and that the older population is more often experiencing homelessness and is in great need of services, as most are on a fixed income that does not cover enough of life expenses.

**SHANNON**, a Northern Colorado resident

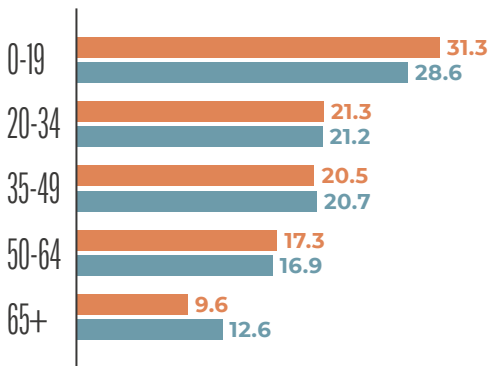
## POPULATION BY AGE GROUP

2010 2020 2040

### LARIMER COUNTY



### WELD COUNTY



2040 projections not available for Weld County



### Aging Population

In addition to general population growth, the populations of Weld and Larimer counties are aging more rapidly than many other areas of the state. Population growth in the 65+ age range is growing throughout Northern Colorado due to the fact that more people are aging into this category faster than younger people are moving here or being born here.

Faster growth in the 65+ age group, plus declines in younger age groups will have lasting impacts on the labor force, economy, and demand for health services, leisure, and hospitality. The aging population will continue to increase pressure on the whole system as they age further and need more specialized care.



### Healthcare

As population growth continues in Northern Colorado over the coming decades, we can expect further demand on an already strained healthcare system. The industry is feeling the effects of a shortage of healthcare workers, including nurses, primary care physicians, and mental health professionals. A study by the Colorado Health Institute shows that some regions face a serious lack of primary care physicians, including Weld County, and that this is a more serious issue for rural communities.

In addition, there is a deficit of lower-wage earning healthcare professionals such as medical assistants, nursing assistants, and home health aides. This is partially due to high housing prices and costs for childcare that push lower-wage earners out.



A 2021 healthcare labor market report predicts a shortage of nearly

**54,000**

healthcare workers in Colorado by 2026.

On top of the struggle to find access, the cost of healthcare is another major burden for residents. Healthcare costs are increasing for all households. It's important to note that rural areas have seen higher increases in the cost of healthcare than urban areas.

Despite the shortage of healthcare workers and the rise in costs, the need for healthcare is growing. With a growing population, there are simply more people who need care. Furthermore, with an aging population, care gets more complex and costly.

“

As long as I've been working as a dentist at Sunrise, we've been saturated with patients. We're making a big difference, but the need is greater than our ability to treat everyone. We need more resources to treat more people. I see a lot of dental decay, and ultimately a lot of people in pain. It's really sad to see. This problem is not unique to Northern Colorado. There is not enough access to healthcare, and I fear there will never be enough. We need to find a way to make healthcare in our country affordable. People need to be able to get the treatment they need without worrying about whether getting treatment will mean they can't pay their bills or feed their kids. It shouldn't be this way.

DR. KEVIN HOTH, *Dentist at Sunrise Health*

**RISING COSTS OF CARE**

In the last year, Colorado health insurance premiums have risen between **10-20%**

Colorado has the **2<sup>nd</sup> highest rise** in health care premiums in the U.S.



### Childcare

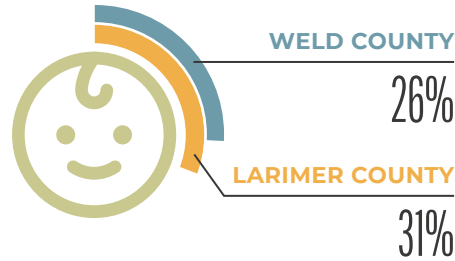
As the population increases, the demand for childcare also increases. Each community in Northern Colorado has its own challenges, successes, and opportunities when it comes to childcare, which impact both parents and caregivers across the region.

Weld County and rural communities such as Estes Park deal with a lack of access to child care, while other areas have better access to care but struggle with the high costs of childcare. Weld County has been described as a “childcare desert.”

Colorado has the seventh highest cost for child care in the nation. The cost of full-time childcare for young children averages around \$1,200 per month in Northern Colorado, with even higher rates for infants.

### THE COST BURDEN OF CHILDCARE

The cost burden for a household with two children in Larimer County is about 31% of the median household income and about 26% in Weld County.

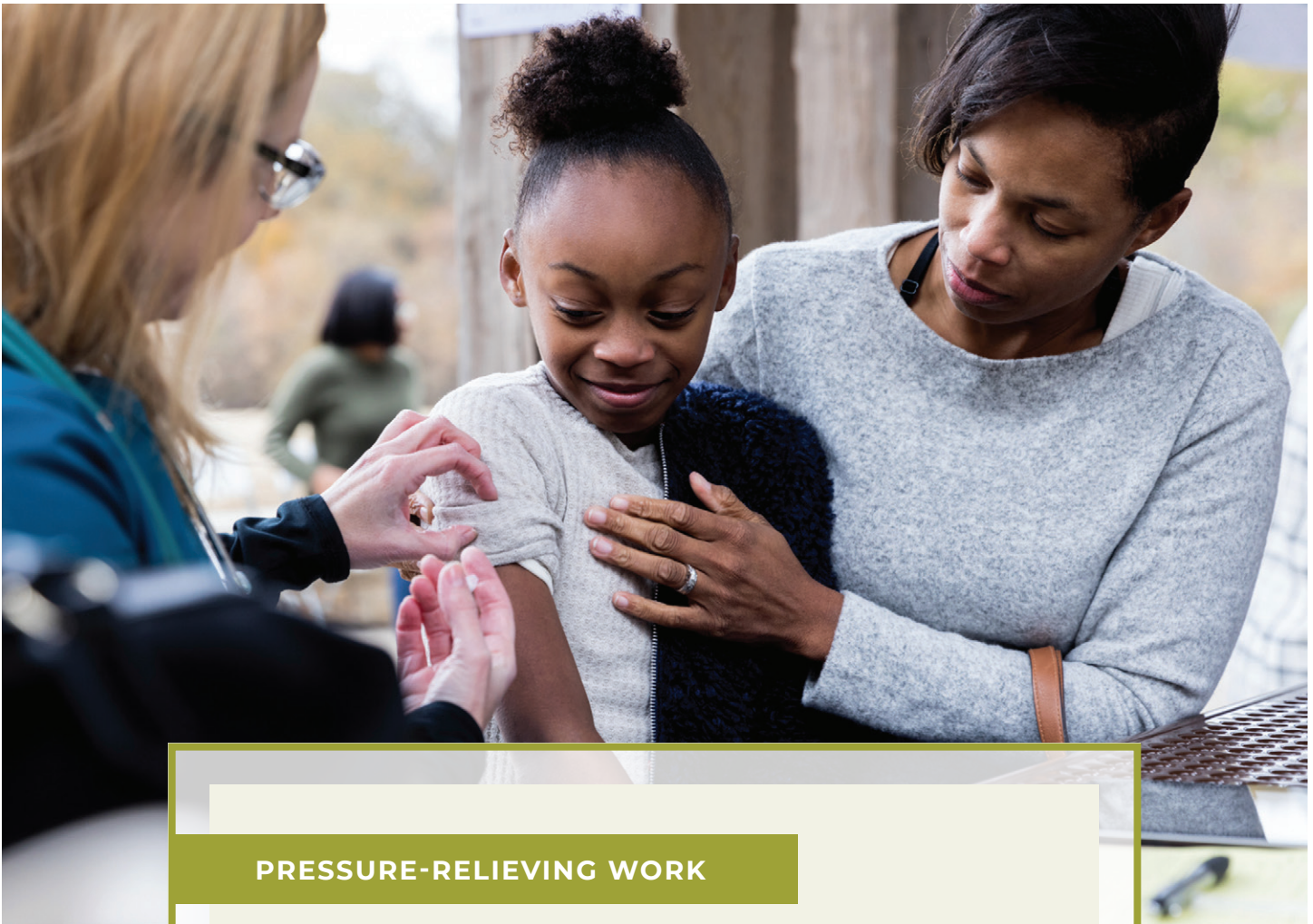


A 2019 workforce strategy report for Larimer County estimated a shortage of approximately 1,000 early childhood teachers, which would be consistent in Weld County. Childcare centers struggle to operate at full capacity due to a lack of workforce. They cannot afford to pay high enough wages to attract and retain the needed workforce.



“ We currently do not have enough affordable childcare spaces in Larimer County to meet the need, so increased population growth will continue to add pressure to the market with increased waitlists that we already have.

**ANNE LANCE**, Executive Director, Teaching Tree Early Childhood Learning Center



**PRESSURE-RELIEVING WORK**

- Colorado recently funded Universal Pre-K for four-year-olds with 16 hours a week of free preschool education at licensed facilities.

**CHILDREN UNDER THE AGE OF 4**

WELD COUNTY

15,905

LARIMER COUNTY

23,050

- In 2022, the Colorado legislature passed House Bill 22-1035, the Modernization of the Older Coloradans’ Act, which reimaged Colorado’s approach to serving the needs of older adults through community planning, social services, health and well-being services, and strategies to prepare the state’s infrastructure for an increasing older population of Coloradans.
- Student Health Clinics embedded in several Poudre School District school buildings have increased access to mental and physical healthcare.



# TRANSACTING

**TRANSACTING** is the process of exchanging goods, services, ideas, or information with the intention of fulfilling a particular need, desire, or objective. This includes the flow of many resources and the major aspects of the economy, including jobs and workforce development.

## Workforce

One of the things that makes Northern Colorado desirable is the strong economy. Many big organizations have flourished here, including Budweiser, Colorado State University, Woodward, and Leprino Foods.

In 2023, on average, more than 65% of Colorado's population, age 16+, is participating in the labor force. Unemployment rates hover around 3% across the region.

Along with the rest of the world, the COVID-19 pandemic was disruptive to our economy and workforce. It caused major job losses and slowdowns for many businesses. As of September 2022, most sectors had recovered to pre-pandemic unemployment statistics with Larimer County recovering more quickly than Weld County.

Currently, there are severe shortages of available employees in many different industries, including healthcare and construction, two of the largest employers in Northern Colorado. The lack of workers is a complex problem that is impacted by the intersection of wages, education, affordable housing, childcare, accessible healthcare, and transportation.

Colorado has soared in the technology and innovation sectors. Our state consistently ranks in the top 10 states and has added more jobs in this sector than any other since 2016. Northern Colorado, and Fort Collins in particular, are national leaders in tech employer concentration and intellectual property production thanks to our educational institutions and business-friendly policies.

## TYPES OF BUSINESSES

### EMPLOYER ESTABLISHMENTS



### NON-EMPLOYER SMALL BUSINESSES



## PROFESSIONAL & TECHNICAL SERVICES

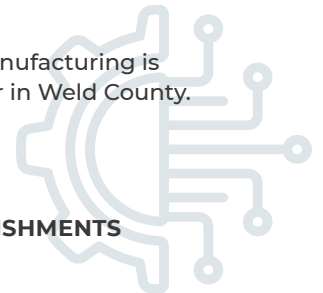
### LARIMER COUNTY

Four of the top employers in Larimer County are tech companies: Broadcom, Hewlett Packard, Woodward Governor, and Hach.



### WELD COUNTY

Vestas Wind Turbine Manufacturing is the 3rd largest employer in Weld County.



## SALES REVENUE

### ACCOMMODATION & FOOD SERVICE SALES



### TOTAL RETAIL SALES



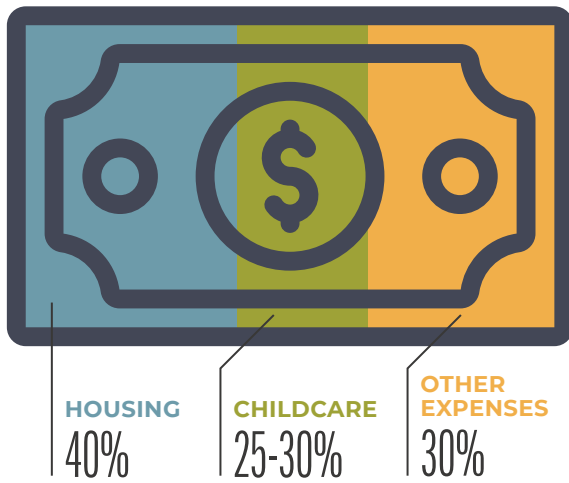


“ The Northern Colorado region is on the cusp of attracting even more innovation and venture funding. The ecosystem for technology and science is strong, and we are competing more and more nationally for big investments and partnerships. It’s ours to lose; we need to rally around continuing to build out research and development-intensive commercialization facilities, ensure we are capitalizing on the availability of local talent, and support leading high-tech and science companies that are changing the world.

**MIKE FREEMAN**, Chief Executive Officer, Innosphere Ventures

### WHERE DOES THE MONEY GO?

Let’s say a healthcare assistant in Northern Colorado makes around \$1,200 per week or \$30 per hour. Depending on where the person lives, housing would consume as much as 40% of their wages, with childcare coming in at 25-30% of wages. That only leaves about 30% left for all other expenses including food, utilities, medical bills, and emergencies.



### Rural Economies

Another thing that makes Northern Colorado unique is the wide range of communities and economies that we have in the region. One finds a diverse mix of sizable cities, small rural towns, and rural living within our counties.

In many areas across the country, rural communities face harsh economic realities. However, that is not always the case in Northern Colorado. Weld County ranks in the top ten agriculture-producing counties in the nation and is considered the “richest agricultural county in the U.S. east of the Rocky Mountains.”

Weld County is also a major energy producer, especially in rural parts of the region. Both the agriculture and oil and gas industries have grown faster in Weld County than in the rest of the state, contributing to the strong economy in rural Northern Colorado.

Rural areas of Larimer County, such as Estes Park and Red Feather Lakes, depend more on tourism and outdoor recreation than on agriculture or energy production. These industries have sustained rural economies as Northern Colorado has become a hub for outdoor adventuring.

Agriculture and the oil and gas industries remain stable and even growing in Northern Colorado, but they, too,



face pressures from other land use options due to population growth, competition for water, and workforce demands. The energy industries also face pressure as significant local, state, and federal climate change policies have been enacted and will continue to change over the next several decades.

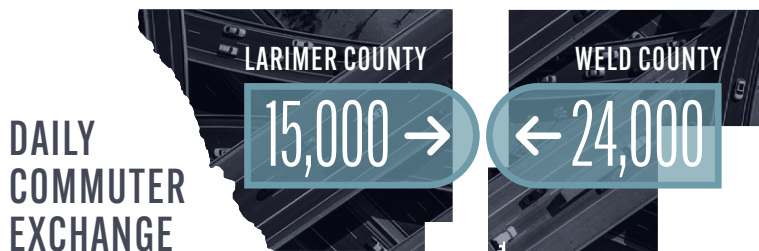
While the economies of rural Weld and Larimer counties are different, they face some of the same issues when it comes to housing, childcare, and access to food and healthcare. When we work toward regional well-being, we must address pressures that both rural economies and the surrounding communities face.

**MEDIAN INCOME**  
 Rich agricultural and energy industries result in a higher median household income in Weld County than in Larimer County.

**\$89,182**  
 WELD COUNTY

**\$87,199**  
 LARIMER COUNTY

**QUEUE UP THE PODCAST** Our regional workforce is on the move each day.



Northern Colorado mainly exchanges commuters with other areas of the Front Range, primarily the Denver Metro Area.



## Transportation

Transportation is an important part of the transacting process and has significant impacts on Northern Colorado, including our economic opportunities, ability to connect consumers and producers, and our ability to move goods and people.

A 2017 Workforce Strategy Report for Larimer County identified three main structural barriers to workforce recruitment and retention in the Fort Collins-Loveland Metro Area. These barriers include affordable housing, affordable child care, and **transportation**.

With population growth, transportation challenges are expected to get worse in the coming decades. The Colorado Department of Transportation (CDOT) predicts that the number of vehicles making daily trips on I-25 will increase by 60% by 2040.

Public transportation is a poor option for many residents. Currently, it only exists within and between the three major cities in the region – Fort Collins, Loveland, and Greeley. Public transportation does not serve any of Weld or Larimer County’s rural areas. Public transportation does not extend north of Fort Collins or on Highway 14 to the east of I-25. Plans for extending services north as far as Wellington and west to Estes Park from Loveland are underway. Public transportation can be affordable on a trip-by-trip basis, but it becomes a barrier when bus routes and/or times do not meet needs.

Several transit committees exist and work together in the region to reduce traffic and increase public options, but without more investments in high-speed public transportation options, population growth threatens to further clog our already congested highways.



## PRESSURE-RELIEVING WORK

- The Colorado Department of Transportation recently wrapped up the major I-25 North expansion from Berthoud to Fort Collins. Improvements are currently underway along I-25 between Longmont and Berthoud.
- The Rural Economic Development Initiative (REDI) program is designed to help rural communities comprehensively diversify their local economy and create a more resilient Colorado. It provides funding for jobs, infrastructure, and economic resilience.
- NoCoWorks is a two-county effort to organize a regional talent and workforce ecosystem that is effective and efficient.
- The Fort Collins Area Chamber of Commerce, the NoCo Foundation, and The Weld Trust sponsored the Northern Colorado K20 Pathways to Employment report in 2022. This report outlines what programs and resources exist for learners in Northern Colorado and identifies potential opportunities to support them in achieving career and post-secondary success.



# BEAUTIFYING

**BEAUTIFYING** is the process of enhancing, improving, or preserving the place we inhabit to emphasize desirable features, and/or to express significance, meaning, or value. Part of the draw to Northern Colorado is its beauty – both natural and created. Working toward beautification improves all of our well-being by making us happier and more fulfilled.

## Diversity and Cultural Expression

Culture is the shared values, beliefs, and practices of a group of people. Cultural expression is the way that people communicate meaning and identity through various forms of creative expression. This expression is part of what makes a person, organization, or place unique and creates a sense of belonging.

Diversity can enrich our communities by fostering creativity, innovation, and a more just and inclusive society.

According to the 2020 Census, Northern Colorado has been becoming more diverse over the past decade. Weld County is diversifying slightly faster than Larimer County, but all areas of Northern Colorado are growing more diverse, including both urban and rural communities.

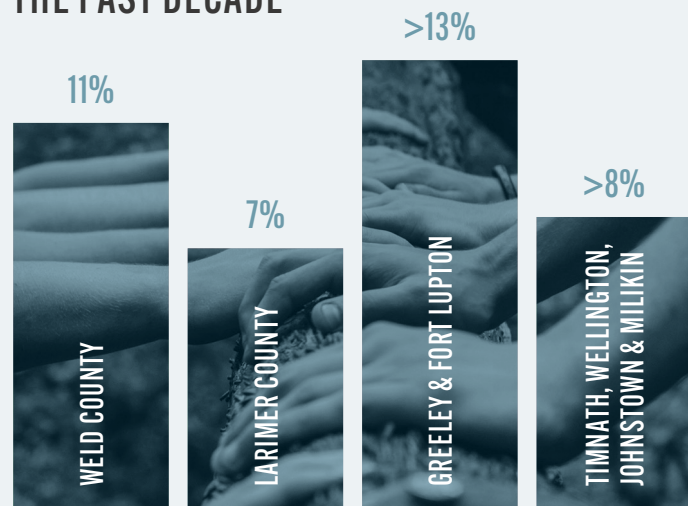
Northern Colorado is rich with creative activities, such as live performances, exhibitions, cultural events, and festivities that are part of our cultural expression. In addition, we have many museums, programs, and community organizations that are dedicated to education and support of creative and cultural expression.

Diversification and increased cultural expression will continue as the population grows in Northern Colorado, as will the number of cultural amenities and events available for participation by the growing population.

That being said, those in the BIPOC community feel it is not enough.



## INCREASED DIVERSIFICATION OVER THE PAST DECADE



USA Today Diversity Index & 2020 Census data



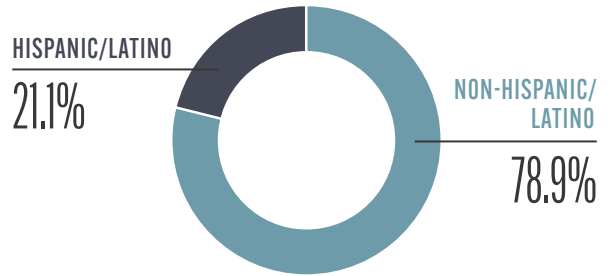


“ As a woman of color, it is hard to find trusting connections outside of the safe spaces we have created through our community work within the BIPOC Alliance. I think growth will continue to create an economic divide, further segregating the community, and yet there are communities of color supporting each other, requesting more transparency and access from governing organizations, and celebrating progress. These actions give me hope for the future.

ANONYMOUS NORTHERN COLORADO COMMUNITY MEMBER

## MEASURING DIVERSITY IN WELD & LARIMER COUNTIES

### BY ETHNICITY



### BY RACE

Racial breakdown is from the 2020 Census and is compared to the 2010 Census.

WHITE	76.5%	-11%
BLACK	1.3%	+0.9%
AMERICAN INDIAN	1.1%	+0.5%
ASIAN	1.8%	+0.3%
PACIFIC ISLANDER	0.1%	0%
OTHER	7.5%	+0.5%
2 OR MORE	11.7%	+8.8%

### Music and Arts

The act of creating music and art – writing, visual arts, performing arts, architecture, theater, decoration, and so forth, can help to reduce stress, create a sense of agency, and increase happiness and overall life satisfaction.

Many communities in Northern Colorado have programs, organizations, events, and funding mechanisms dedicated to supporting music and the arts. Municipal programs such as the Art in Public Places and Public Art programs of Fort Collins, Loveland, Greeley, and other towns in Northern Colorado make art a part of the fabric of our places and our community identities.

The National Endowment for the Arts has distributed over \$31 million in federal funding within Colorado either directly or through regional partners over the last five years.

Multiple studies have shown that access to music and arts in schools has a positive impact on academic achievement. Students who engage in music have higher achievement in math, reading, and cognitive development and higher exam scores across all subjects. In addition, music and arts have been shown to have therapeutic impacts on health for people of all ages, especially for the elderly and those suffering from memory loss, dementia, and other age-related diseases.

Music and arts help us to connect with one another, express our identities, exchange ideas and perspectives, and serve as the imagination and building blocks of our well-being.

### CREATIVE CAREERS

Between 2010-2020, Colorado's creative industries grew by 25%

25%



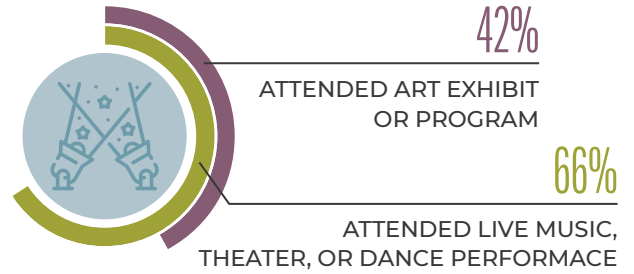
#### CREATIVE OCCUPATIONS

- > Music
- > Theater
- > Dance
- > Visual Arts
- > Culinary Arts
- > Design and Advertising
- > Creative Technology
- > Architecture & Living Spaces

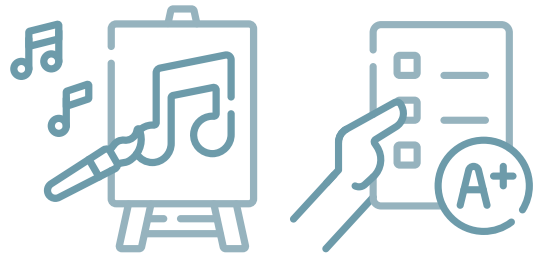
### FOR THE LOVE OF THE ARTS



#### COLORADANS ARE SHOWING UP



#### BENEFITS OF MUSIC



ACCESS TO MUSIC & ARTS IN SCHOOLS



HIGHER ACHIEVEMENT IN MATH, READING, AND COGNITIVE DEVELOPMENT

As of 2020, there were a total of

**340** BUSINESSES AND ORGANIZATIONS EMPLOYING MORE THAN **3,000** PEOPLE

in the Arts, Entertainment, and Recreation sector across Northern Colorado.



Photo Credit: Big Thompson Watershed Coalition

## Conservation

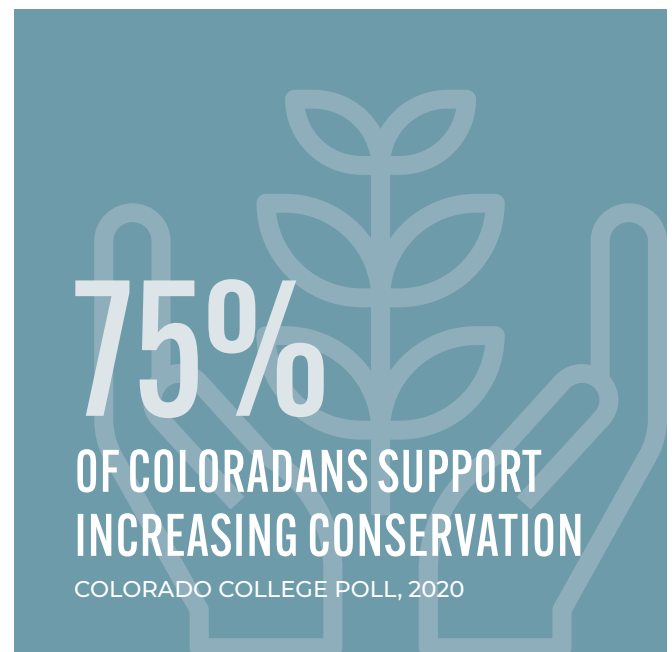
Conservation is the act of protecting and caring for the biodiversity and ecosystems within our region and this protection becomes increasingly important as the population grows and competition for land and water increases.

Northern Colorado spans multiple regional biomes (e.g., mountains, forests, plains, grasslands) and includes much of the South Platte Watershed. This urban interface creates a regional-scale wildland-urban interface area where human and natural systems intermingle and live in relationship with one another.

Living close to nature creates pressures. Our region is prone to wildfires and drought that affect both the biosphere and humans. Population growth also hinders our natural ecosystems through habitat loss, pollution, deforestation, loss of biodiversity, erosion of soils, and overuse of groundwater.

Conservation efforts are the work of many different agencies with six conservation districts in Larimer and Weld counties. In addition, many organizations work together on conservation efforts including education, climate and clean air initiatives, land and water initiatives, and wildlife initiatives.

There is an intersection between living in a place of beauty and the work that comes with conserving it.





# CONNECTING

**CONNECTING** is the process of sharing a common experience or bond with others. Connecting is a marker that has undergone great changes in the post-COVID world we find ourselves in. People have moved, groups have shifted. As our region moves toward greater well-being, residents must look for ways to ease the social effects of the pandemic and renew our common bonds.

## Education

Education – including elementary, secondary, and post-secondary – is an important way we connect and grow as a society. Education provides access to social networks, helps us learn about different cultures and perspectives, and develops the skills that are necessary to thrive. Schools often become hubs for the community, where individuals and families develop bonds and share experiences and knowledge.

Larimer and Weld counties encompass 18 public school districts, two major universities, two community colleges, and a number of other educational institutions. College enrollment has declined for all over the past decade, but enrollment of women has been rising, now representing 56.8% of college students.



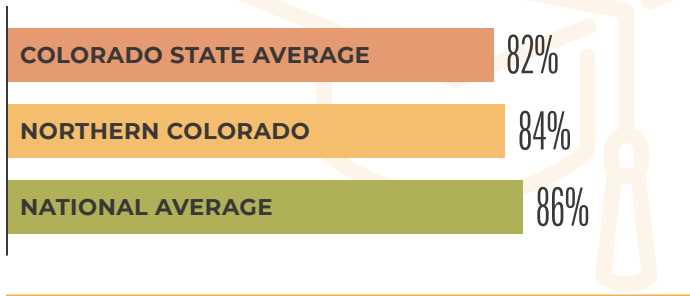
Total enrollment in Colorado PK-12 schools has declined, following national trends, due to lower birth rates and fewer school-aged children. Thanks to population growth, that’s not the case in Northern Colorado.

However, the growth has not been equitable across all cities and districts. In the Poudre School District, some areas like Wellington and Timnath have seen far more growth than schools in Fort Collins. This has led to plans to reorganize and redistrict some areas in the district. It is likely that some school buildings will consolidate and others will close in order to optimize facilities, staffing, program delivery, and student achievement.

Many PK-12 school districts in Northern Colorado offer open enrollment and a variety of alternative educational schools and pathways for students and families to choose from. Some of these schools are partnering with community organizations and businesses to increase career, technical, and civic engagement opportunities that are designed to help kids graduate on time and be ready to pursue careers, college, and civic engagement as adult citizens after graduation.

Education plays a big role in our connections in society, and there is a big intersection between the quality of education and the future of our community.

## HIGH SCHOOL GRADUATION RATES



As the population has increased in Northern Colorado, so has educational attainment. Most notably, educational attainment for people of color has effectively doubled. Enrollments at Aims and Front Range community colleges have been trending up while enrollments at Colorado State University in Fort Collins and the University of Northern Colorado in Greeley have gone down.



### DID YOU KNOW?

#### 3<sup>RD</sup> GRADE READING SCORES ARE OFTEN A HARBINGER OF STUDENT SUCCESS OR FAILURE.

Children learn how to read in Kindergarten through grade 3. If they know the mechanics of reading, they will be on a great path to learning information they read after 3rd grade. If the student struggles with reading after 3rd grade, their intake of information is greatly reduced and they can fall behind without intervention. Teens with reduced reading skills are often the students who drop out of high school and have less choices of employment.

## 3<sup>RD</sup> GRADE LITERACY

School district specific 3<sup>rd</sup> Grade Literacy rates from 2022-2023 with the percent change since 2019.

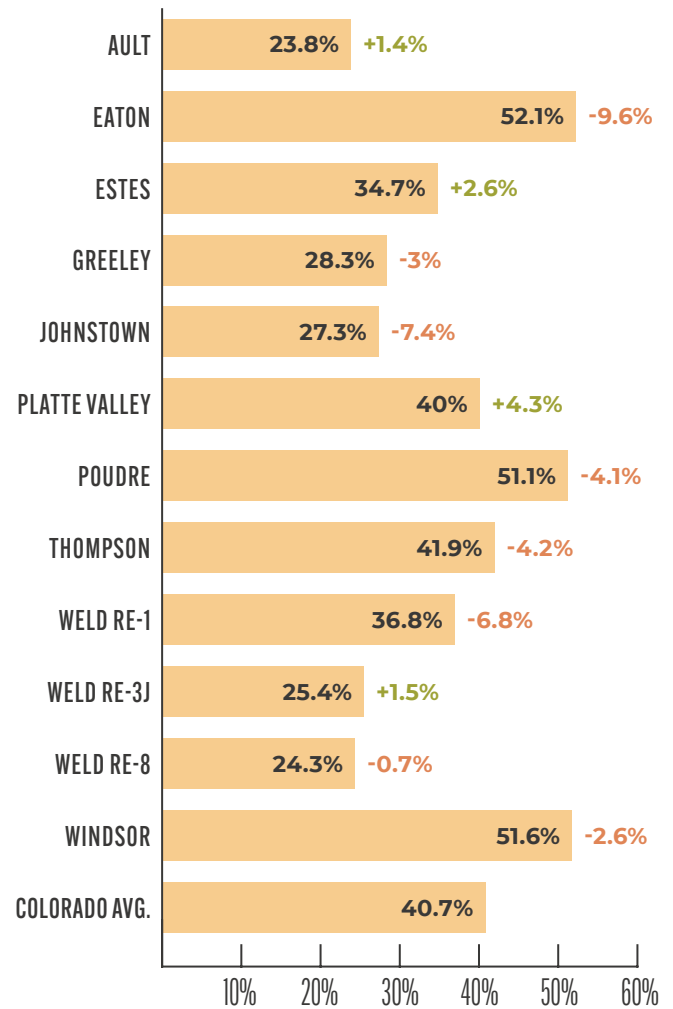




Photo Credit: City of Fort Collins

### Recreation

Recreation includes all the things we do for fun and relaxation. These activities play a big role in our happiness, and thus our well-being. The culture of having fun, relaxing, and connecting with one another and with nature is a big part of who we are as a region.

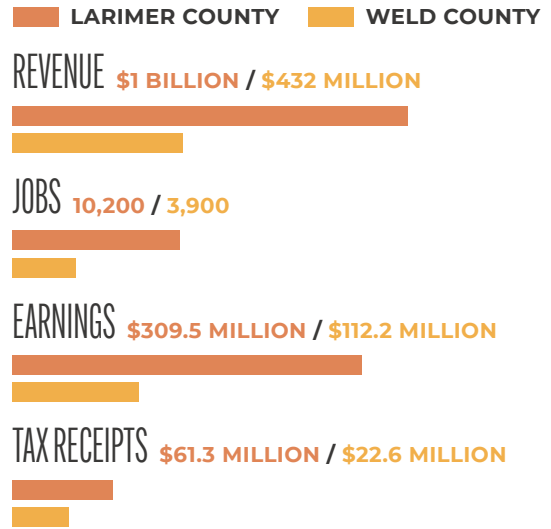
Northern Colorado offers many public amenities for recreation. Estes Park is the gateway to one of Colorado’s four national parks – Rocky Mountain National Park – and we have many other recreational amenities in our region, whether they are in the foothills or prairie, including a number of open spaces, parks, and walking or bike paths.

Rocky Mountain National Park is one of the most visited parks in the U.S. with around 4.5 million visitors annually. Revenues from park visitors reach above \$300 million per year and support nearly 4,500 jobs. Outdoor recreation is particularly popular with residents in Northern Colorado, contributing to the maintenance of active and healthy lifestyles, connections with nature, and a value for natural conservation.

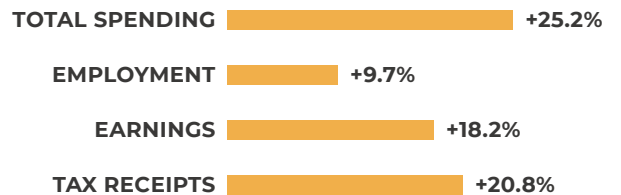
There is an intersection between the available recreation opportunities and the pressure we feel in the region. The demand puts pressure on our environment, but it also increases the opportunity for tourism-related industries and increases the well-being of the people able to enjoy the amenities.

## THE EFFECTS OF TOURISM

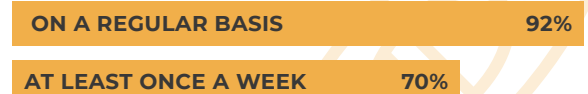
Total travel spending in Northern Colorado was nearly **\$1.5 BILLION IN 2022**



Colorado has seen tourism grow substantially since 2021.



## COLORADANS' PARTICIPATION IN OUTDOOR ACTIVITIES



Trail and road-related activities, such as bicycling and hiking, are the most popular recreation activities for Coloradans, followed by water-based recreation and fishing activities.

### Social Connectivity and Belonging

Social connectedness is when we feel connected to others, cared about, and have a sense of belonging within a group or community. The Colorado Department of Public Health and Environment (CDPHE) describes social connectedness as “the level at which community members connect and interact with one another and access support in formal (i.e., government) and informal (i.e., community clubs or groups) ways through sustained elements.”

Social connectedness can have significant impacts on mental health as well as levels of violence and substance abuse in communities. Studies show that people who participate in social networks within their communities are more likely to adopt healthy behaviors and seek community support when experiencing problems or distress, feel more empowered, and have greater self-esteem. Being more connected increases overall levels of well-being.

Belonging can be measured in a variety of ways, including how many people a person confides in and qualitative perceptions of feelings like safety and belonging, or adversely, loneliness.

Looking at community and regional trends around violence, substance abuse, and suicide rates can give



us some indication of the symptoms of poor social connectivity and belonging in our communities, but cannot tell us anything about how we might improve our communities in these areas.

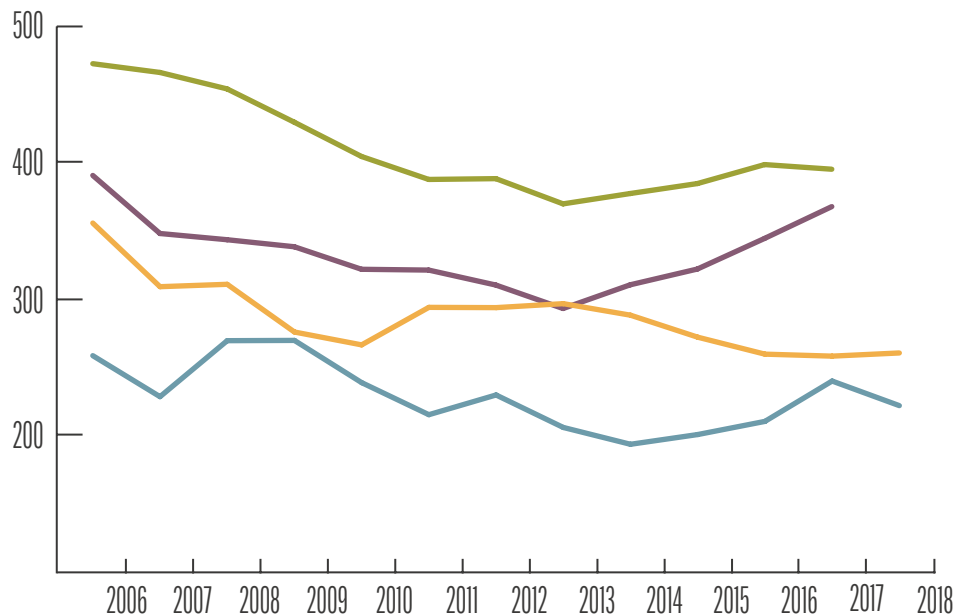
Population growth can have many effects on social connectivity and belonging. Growing diversity and higher numbers of people, groups, and organizations may provide more people to connect with, but it may also cause fragmentation. The way that we build and evolve our growing communities is an important factor in facilitating opportunities for social connectivity and belonging. Strong social networks can help us identify housing, access to food, healthcare, childcare, jobs, and education opportunities when needed.

### Safety

While there isn't data available for all cities and towns within our region, we can see that the largest cities in our region – Fort Collins and Greeley have consistently lower violent crime rates when compared to the state and national averages.

- U.S.
- COLORADO
- GREELEY
- FORT COLLINS

### VIOLENT CRIME RATES per 100,00 inhabitants





As we come out of the COVID years, students and staff are hurting. The impacts of isolation, loss, and fear have left us with a sense of disconnect in our communities. School district and community health data reflects what we see in classrooms everyday – young people have a significantly reduced sense of belonging. Teaching methods and curricular materials have been implemented to support academic achievement and re-engage students in our school communities. If we are to do one thing to help our youth get what they need, it would be to foster leadership and a full community that will wrap their arms around EACH and every child, not just some, but all.

**DR. MARIA GABRIEL**, *Director of the Department of Equity, Diversity, and Inclusion (EDI) at Thompson School District*

### Mental Health

Mental health is an important indicator of well-being. Since the pandemic, educators, mental health providers, and healthcare workers have reported concerning mental health trends.

In 2022, Poudre School District conducted the Healthy Kids Colorado Survey. Data shows that more than half of the respondents felt that stress levels were manageable and that they have someone they can talk to on most days (either an adult or a friend). There were key differences in responses, however, based on students' identity (race/ethnicity and gender), with much higher rates of attempted suicide and/or self-harm among students who identify as queer/nonbinary.

Other school districts have not compiled the same formal data, but anecdotally, teachers and educators are seeing similar trends across the region.

A 2019 Health Report for Weld County shows that youth suicide deaths have risen significantly over the past decade.



**SUICIDE & SUBSTANCE ABUSE ARE ON THE RISE IN OUR STATE.**

**COLORADO RANKS HIGHER THAN THE NATIONAL AVERAGE IN EXCESSIVE DRINKING, ALCOHOL IMPAIRED DRIVING DEATHS, AND SUICIDES.**

**NoCo IS RANKED HIGHER THAN THE NATIONAL AVERAGE FOR THE NUMBER OF POOR MENTAL HEALTH DAYS & FREQUENT MENTAL DISTRESS.**



## ADOLESCENT MENTAL HEALTH

ACCORDING TO POUFRE SCHOOL DISTRICT:



of PSD staff indicate they are moderately or extremely concerned about the decrease in student emotional well-being (*health, happiness, and comfort*).



of Gender-Queer/Nonbinary high school students indicate their stress level is **NOT** manageable most days.

## SUICIDE RATES

### LARIMER COUNTY

Larimer County is considered a priority in the CDC's Comprehensive Suicide Prevention Program due to the high instance of death by suicide in the area.

**82** PEOPLE DIED BY SUICIDE IN 2020

LARIMER COUNTY	22.7 PER 100,000
COLORADO	21.5 PER 100,000

### WELD COUNTY

Death by suicide has steadily increased since 2017.

**3<sup>RD</sup>** LEADING CONTRIBUTOR OF PREMATURE DEATH IN WELD COUNTY



## PRESSURE-RELIEVING WORK

- Best Point Education and Behavioral Health provides independently licensed therapists at all of the Loveland school buildings to serve students with mental health challenges.
- North Colorado Health Alliance (NCHA) received \$2.5 million in funding from the Substance Abuse and Mental Health Service Administration (SAMHSA) to further support the organization's work in opioid addiction treatment in Northern Colorado.



# RENEWING

**RENEWING** is the process of rejuvenating, renewing vitality and energy, and creating ourselves, our relationships, and our places anew. Renewing involves a regenerative mindset in which we give, care for, and engage in our communities in order to help everyone achieve well-being.



Photo Credit: City of Fort Collins

## Place Building

The places – including communities both old and new and the places in between – that make up Northern Colorado are both unique within themselves and yet also bonded to one another in many ways as a region.

Many of the cities and towns within Northern Colorado already have growth management plans and boundaries that will continue to frame and limit the ways in which growth happens in and around our communities.

In addition, many infrastructure projects are both ongoing and planned to help keep up with growth. Colorado has already received nearly \$432 million in funding for infrastructure resilience in 2022 and 2023 and there is more to come from the federal government through the Infrastructure Investment and Jobs Act.

In total, Colorado is expecting more than \$3 billion from the Infrastructure Investment and Jobs Act, with about half of that dedicated to “Roads, Bridges, and Major Projects.” Other funding is also available for special infrastructure needs such as water projects and conservation projects. Overall, Northern Colorado is currently investing over \$84 million in capital improvement projects and infrastructure. Construction is the fastest-growing private industry in Northern Colorado, which speaks to the place-building we are currently doing and plan to do in the region.



Colorado has received  
**\$432 MILLION**  
for infrastructure resilience in 2022 & 2023

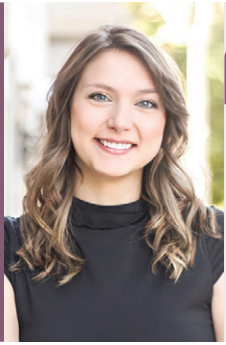
## Community Engagement

Giving back to the community is an important part of life in Northern Colorado. Volunteering, donating, helping friends and neighbors meet their needs or overcome challenges, and helping to care for our children and seniors are all contributions that benefit our collective well-being. Contributing to the community also has many benefits for individuals by creating a sense of fulfillment and purpose.

A recent report from AmeriCorps states that “although the national rate of volunteering through organizations declined from 2019-2021, Americans continued to help each other informally” by watching each other’s children, running errands, conducting wellness checks, helping children stay on track with school, and more.

AmeriCorps reported that 23.2% of Americans formally volunteered with organizations between September 2020 and 2021, serving over 4 billion hours and having an economic value of nearly \$123 billion. In addition, over 50% of Americans 16 and older exchanged favors or other informal helping during the same time period.

Community contributions help to increase the quality of life and well-being in Colorado. In areas where there is a lack of childcare facilities, friends and neighbors help to fill the gap. Organizations provide food when and where it is needed and



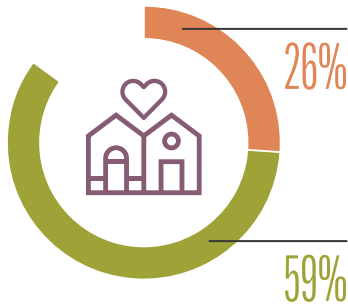
As Weld County and Northern Colorado grow, many partners are collaborating to expand capacity, bringing together once disconnected concerns and organizations. United Way of Weld County is committed to five pillars of community well-being: Reading Great by 8, Thrive by 25, Weld’s Way Home, Aging Well, and Connecting Weld. We are so grateful to get to work with partners in creating more opportunity for our Northern Colorado neighbors.

**MELANIE WOOLMAN**, *President & CEO, United Way of Weld County*

## COLORADO’S NEIGHBORLY LOVE

FORMALLY VOLUNTEERED THROUGH ORGANIZATIONS

INFORMALLY HELPED OTHERS BY EXCHANGING FAVORS WITH THEIR NEIGHBORS



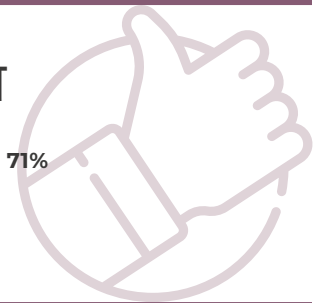
philanthropic dollars help keep those organizations, and others, operating and growing. The care and involvement from many within our communities intersect with many of the areas where we sometimes struggle, contributing steadily to our regional well-being.

- The state total of household charitable donations claimed on income tax returns was \$3.9M from 712,940 households in 2022. These donations are both large and small, spread across every income bracket, averaging around \$5 per household.
- Weld County is very consistent with this average, with 33,450 households giving a total of \$146,457 in 2022. Larimer County was slightly higher than the state average with 46,700 households giving \$280,912 in 2022.

## Civic Engagement

One of the things that makes Northern Colorado special is we have an incredibly engaged population. People are committed to making things better through civic engagement.

## 2022 ELECTION TURNOUT



Our Latino community wants to be involved with community issues and leadership. Through a series of proactive public engagement sessions, we are educating and preparing residents from culturally different backgrounds to have a say in their local government. It has been a really healthy conversation. The City’s leadership, councilmembers, and Colorado State University recently pulled together a group of community members to co-design and implement cultural events and celebrations together. There is more trust and connections across leaders and community members which is fostering more open-hearted conversations

**CLAUDIA MARIA MENENDEZ**,  
*Equity & Inclusion Officer, City of Fort Collins, CO*

# THE FUTURE



## What's Next?

Creating regional well-being isn't easy. It's not something that happens overnight and it certainly won't happen without intention.

**We hope this report can be the first step. It is a call to action for you to join us to reduce pressures and increase well-being across the entirety of the region.**

Throughout 2024, the NoCo Foundation will identify leaders and change makers interested in furthering this work. We will convene meetings, facilitate collaboration, and support groups working toward this goal of regional well-being. This work will continue long into the future.



Photo Credit: City of Fort Collins

## How Can You Get Involved?

We recognize this report provides lots of information to digest. But our hope is something presented here resonated and sparked a reaction. What can you do next?

Perhaps you can call a friend and have a discussion, or bring the report to your next HOA or Rotary Club meeting, or share it with your local elected officials. And if there's a particular challenge that peaked your interest, how about supporting one of Northern Colorado's many nonprofit organizations working on that issue?

The NoCo Foundation can help make connections. Are you or someone you know already involved with some of the issues described? Would you be willing to share more about your work?



Do you have a story or experience you'd like to share?

Visit our website, we'd love to hear from you.

## A Reader's Guide

As you ponder this report and what it means for our regional well-being, consider the following questions.

- Can you see your children or grandchildren living in Weld or Larimer County in the future? What is exciting about that? What concerns you?
- How will we manage land use and housing affordability?
- How can we ensure families have access to high-quality childcare?
- How do we ensure our aging population has access to the services they need?
- How can we ensure our region's youth have every opportunity for educational and workplace success?
- How do we make sure Northern Colorado is a welcoming place that provides a sense of belonging for all?
- What public transportation options are viable to help relieve our growing traffic congestion?
- How do we work together to maintain the magic of Northern Colorado?

The NoCo Foundation does not have the answers to these complex and challenging questions. However, we believe in the power of regional collaboration and community engagement. Together, we can make a difference.



“ I have lived here most of my life and have not seen any place else I would rather be in all my worldwide travels. We raised our kids here and they got a great education and a start to their successful careers. They were always supported by outstanding teachers and the community. There are community leaders who are trying very hard to solve some of our biggest issues. There is more collaboration now than ever before.

**CECIL GUTIERREZ**

### THANK YOU TO OUR SPONSORS & PARTNERS



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## SOURCES

### Colorado State University (CSU) Departments & Centers

- **Center for Environmental Justice**  
[environmentaljustice.colostate.edu](http://environmentaljustice.colostate.edu)
- **Center for Meaning and Purpose**  
[psychology.colostate.edu/cmp](http://psychology.colostate.edu/cmp)
- **CitSci**  
[citsci.org/about](http://citsci.org/about)
- **Colorado Water Center at Colorado State University**  
[watercenter.colostate.edu](http://watercenter.colostate.edu)
- **Columbine Health Systems Center for Healthy Aging**  
[research.colostate.edu/healthyagingcenter/](http://research.colostate.edu/healthyagingcenter/)
- **CSU Online, Masters of Public Policy and Administration Program**  
[online.colostate.edu/degrees/public-policy-and-administration](http://online.colostate.edu/degrees/public-policy-and-administration)
- **Energy Institute at Colorado State University**  
[energy.colostate.edu](http://energy.colostate.edu)
- **Extension**  
[extension.colostate.edu](http://extension.colostate.edu)
- **Geospatial Centroid**  
[gis.colostate.edu](http://gis.colostate.edu)
- **Institute for the Built Environment**  
[ibe.colostate.edu](http://ibe.colostate.edu)
- **Institute for Research in the Social Sciences**  
[iriss.colostate.edu](http://iriss.colostate.edu)
- **LEAP Institute for the Arts**  
[libarts.colostate.edu/facilities/leap-institute-for-the-arts](http://libarts.colostate.edu/facilities/leap-institute-for-the-arts)
- **Natural Resource Ecology Laboratory (NREL)**  
[nrel.colostate.edu](http://nrel.colostate.edu)
- **One Water Solutions Institute**  
[onewatersolutions.com](http://onewatersolutions.com)
- **Prevention Research Center**  
[chhs.colostate.edu/prc](http://chhs.colostate.edu/prc)
- **Regional Economic Development Institute (REDI)**  
[csuredi.org](http://csuredi.org)
- **School of Global Environmental Sustainability**  
[sustainability.colostate.edu](http://sustainability.colostate.edu)
- **The Food Systems Institute**  
[foodsystems.colostate.edu](http://foodsystems.colostate.edu)

### Government Agencies & Municipalities

- **AmeriCorps**  
[americorps.gov](http://americorps.gov)
- **City of Fort Collins Government**  
[fcgov.com](http://fcgov.com)
- **City of Loveland Government**  
[lovgov.org](http://lovgov.org)
- **City of Greeley Government**  
[greeleygov.com](http://greeleygov.com)
- **Colorado Department of Early Childhood**  
[cdec.colorado.gov](http://cdec.colorado.gov)
- **Colorado Department of Education**  
[cde.state.co.us](http://cde.state.co.us)
- **Colorado Department of Human Services**  
[cdhs.colorado.gov](http://cdhs.colorado.gov)
- **Colorado Department of Labor and Employment**  
[cdle.colorado.gov](http://cdle.colorado.gov)
- **Colorado Department of Public Health and Environment (CDPHE)**  
[cdphe.colorado.gov](http://cdphe.colorado.gov)
- **Colorado Department of Regulatory Agencies**  
[dora.colorado.gov](http://dora.colorado.gov)
- **Colorado Department of Transportation**  
[codot.gov](http://codot.gov)
- **Colorado Division of Water Resources (DWR), Colorado Division of Natural Resources**  
[dwr.state.co.us/tools](http://dwr.state.co.us/tools)
- **Colorado Energy Office**  
[energyoffice.colorado.gov](http://energyoffice.colorado.gov)
- **Colorado Geological Survey**  
[coloradogeologicalsurvey.org](http://coloradogeologicalsurvey.org)
- **Colorado Office of Economic Development & International Trade (OEDIT)**  
[oedit.colorado.gov](http://oedit.colorado.gov)
- **Colorado Water Conservation Board, Department of Natural Resources**  
[cwcb.colorado.gov](http://cwcb.colorado.gov)
- **Estes Park School District**  
[estesschools.org](http://estesschools.org)
- **Fort Collins-Loveland Water District**  
[fclwd.com/water/future-planning](http://fclwd.com/water/future-planning)
- **Greeley-Evans School District**  
[greeleyschools.org](http://greeleyschools.org)
- **Larimer County Government**  
[larimer.gov](http://larimer.gov)
- **National Endowment for the Arts**  
[arts.gov](http://arts.gov)
- **North Weld County Water District**  
[nwcwd.org](http://nwcwd.org)
- **Office of the Governor**  
[colorado.gov/state-agencies/office-governor](http://colorado.gov/state-agencies/office-governor)
- **Office of the Larimer County Coroner/Medical Examiner**  
[larimer.gov/coroner](http://larimer.gov/coroner)
- **Poudre School District**  
[psdschools.org](http://psdschools.org)

VIEW  
SOURCES  
ONLINE



- **State Demographers Office,  
Colorado Department of Local Affairs**  
[demography.dola.colorado.gov](https://demography.dola.colorado.gov)
- **The National Park Service**  
[nps.gov](https://nps.gov)
- **Thompson School District**  
[tsd.org](https://tsd.org)
- **Town of Estes Park**  
[estespark.colorado.gov](https://estespark.colorado.gov)
- **Town of Johnstown**  
[johnstown.colorado.gov](https://johnstown.colorado.gov)
- **Town of Wellington Government**  
[wellingtoncolorado.gov](https://wellingtoncolorado.gov)
- **Town of Windsor**  
[windsorgov.com](https://windsorgov.com)
- **U.S. Census Bureau**  
[census.gov](https://census.gov)
- **U.S. Department of Agriculture (USDA)**  
[usda.gov](https://usda.gov)
- **U.S. Energy Information Administration**  
[eia.gov](https://eia.gov)
- **Weld County Government**  
[weld.gov](https://weld.gov)
- **Weld County Dept. of Health and Environment**  
[weld.gov/government/departments/health-and-environment](https://weld.gov/government/departments/health-and-environment)

## Nonprofit Organizations

- **Bohemian Foundation**  
[bohemianfoundation.org](https://bohemianfoundation.org)
- **Colorado Association of Conservation Districts**  
[coloradoacd.org](https://coloradoacd.org)
- **Colorado Farm Bureau**  
[coloradofarmbureau.com](https://coloradofarmbureau.com)
- **Center for Improving Value in Healthcare**  
[civhc.org](https://civhc.org)
- **Colorado Coalition for the Homeless**  
[coloradocoalition.org](https://coloradocoalition.org)
- **Colorado Gives 365**  
[coloradogives.org](https://coloradogives.org)
- **Colorado Health Institute**  
[coloradohealthinstitute.org](https://coloradohealthinstitute.org)
- **Colorado Rural Health Center**  
[coruralhealth.org](https://coruralhealth.org)
- **Colorado Succeeds**  
[coloradosucceeds.org](https://coloradosucceeds.org)
- **Discover Weld**  
[discoverweld.com](https://discoverweld.com)
- **Environmental Working Group**  
[ewg.org](https://ewg.org)

- **Food Bank for Larimer County**  
[foodbanklarimer.org](https://foodbanklarimer.org)
- **Fort Collins Area Chamber of Commerce**  
[fortcollinschamber.com](https://fortcollinschamber.com)
- **Health District of Northern Larimer County**  
[healthdistrict.org](https://healthdistrict.org)
- **National Low Income Housing Coalition**  
[nlihc.org](https://nlihc.org)
- **NoCo Recovers**  
[nocorecovers.com](https://nocorecovers.com)
- **North Colorado Health Alliance**  
[northcoloradohealthalliance.org](https://northcoloradohealthalliance.org)
- **Northern Colorado Clean Cities Coalition**  
[cleancities.energy.gov/coalitions/northern-colorado](https://cleancities.energy.gov/coalitions/northern-colorado)
- **Northern Colorado Regional Economic Development Initiative (NoCo REDI)**  
[choosenortherncolorado.com](https://choosenortherncolorado.com)
- **Northern Colorado Continuum of Care**  
[nocococ.org](https://nocococ.org)
- **Northern Water**  
[northernwater.org](https://northernwater.org)
- **One NoCo, Northern Colorado Economic Alliance**  
[northerncolorado.co/about-ncea](https://northerncolorado.co/about-ncea)
- **The Regenesis Institute**  
[regenerat.es](https://regenerat.es)
- **The Bell Policy Center**  
[bellpolicy.org](https://bellpolicy.org)
- **United Way of Larimer County**  
[uwaylc.org](https://uwaylc.org)
- **United Way of Weld County**  
[unitedway-weld.org](https://unitedway-weld.org)
- **Upstate Colorado**  
[upstatecolorado.org](https://upstatecolorado.org)
- **Weld Food Bank**  
[weldfoodbank.org](https://weldfoodbank.org)
- **Weld Trust**  
[weldtrust.org](https://weldtrust.org)

## Business & Industry Organizations

- **Kaiser Permanente of Colorado**  
[about.kaiserpermanente.org/commitments-and-impact/healthy-communities/communities-we-serve/colorado-community](https://about.kaiserpermanente.org/commitments-and-impact/healthy-communities/communities-we-serve/colorado-community)
- **UCHealth**  
[uchealth.org](https://uchealth.org)



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FORT COLLINS, CO 80525  
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