



25 Years of **Building Trust**

Annual Update | **2025**



Colorado
Nonprofit
Development
Center

Our **Mission & Vision**

Our **Mission**

CNDC maximizes the impact of nonprofits through fiscal sponsorship to enable all Colorado communities to thrive.



“

CNDC truly stands by its mission and values. They are trustworthy, open to community feedback, and genuinely committed to supporting nonprofits in the ways they actually need. In my experience, they are one of the best fiscal sponsors in Colorado.”

Bridget Sanchez
Latinx Therapy Project

Our **Vision**

Thriving, compassionate communities for all Coloradans.





A Letter from the **President & CEO**

Dear Friends,

This past year marked CNDC's 25th Anniversary, and it was wonderful to celebrate with so many of you at our 25th Anniversary Celebration.

I want to extend my sincere thanks to everyone who has partnered with us, worked for us, or served on our board. You all deserve credit for CNDC becoming the organization we are today – a trusted partner with a 25-year track record of providing expert support to Colorado.

2025 was also a year of turbulence in the nonprofit sector, characterized by funding volatility and rapid changes to laws and regulations. In that environment, trust proved more important than ever. We heard from many project leaders that CNDC “having their back” helped them navigate turbulence with confidence. As we look to 2026, we anticipate ongoing change. While certainties are few, I am confident that our partner projects will continue to make meaningful, positive impacts in Colorado, and CNDC will be their trusted partner, as we have for 25 years.

Lastly, I want to express a special thank you to our partner projects who inspire me daily with their commitment to the causes and communities they serve. Your dedication and passion motivate all of us at CNDC. We are honored to partner with each one of you.



With gratitude,

Melinda A. Higgs
President & CEO

All About Trust

trust:
/trəst/

“Firm belief in the reliability, truth, or ability of someone or something.”

At CNDC, we earn trust by:

Pillar 1: Expertise & Experience

Sharing our expertise.

We have developed expertise over 25 years and support of 400+ Colorado-based charitable efforts. During that time, we have become a leader in fiscal sponsor best practices, continually evolving our work to better support partner projects, Colorado communities, and the nonprofit sector.

Pillar 2: Accountability & Transparency

Maintaining the highest standards of accountability and transparency.

We have always gone above and beyond in the areas of transparency. Our partner projects have 24/7 access to their financial information; we list each project as a DBA with the State of Colorado; each is listed on our website; and each project is listed separately in our audit. This is also reflected in over a decade of clean audits, including OMB audits.

Pillar 3: Partnership

Building partnerships.

We first aim to develop relationships with our partner project leaders. We get to know their experiences, perspectives, and goals and incorporate that understanding into our support. This is the cornerstone of CNDC's work, and it is reflected in the very positive annual feedback survey responses to questions about CNDC's team's commitment to projects, our commitment to equity, and our responsiveness.

“

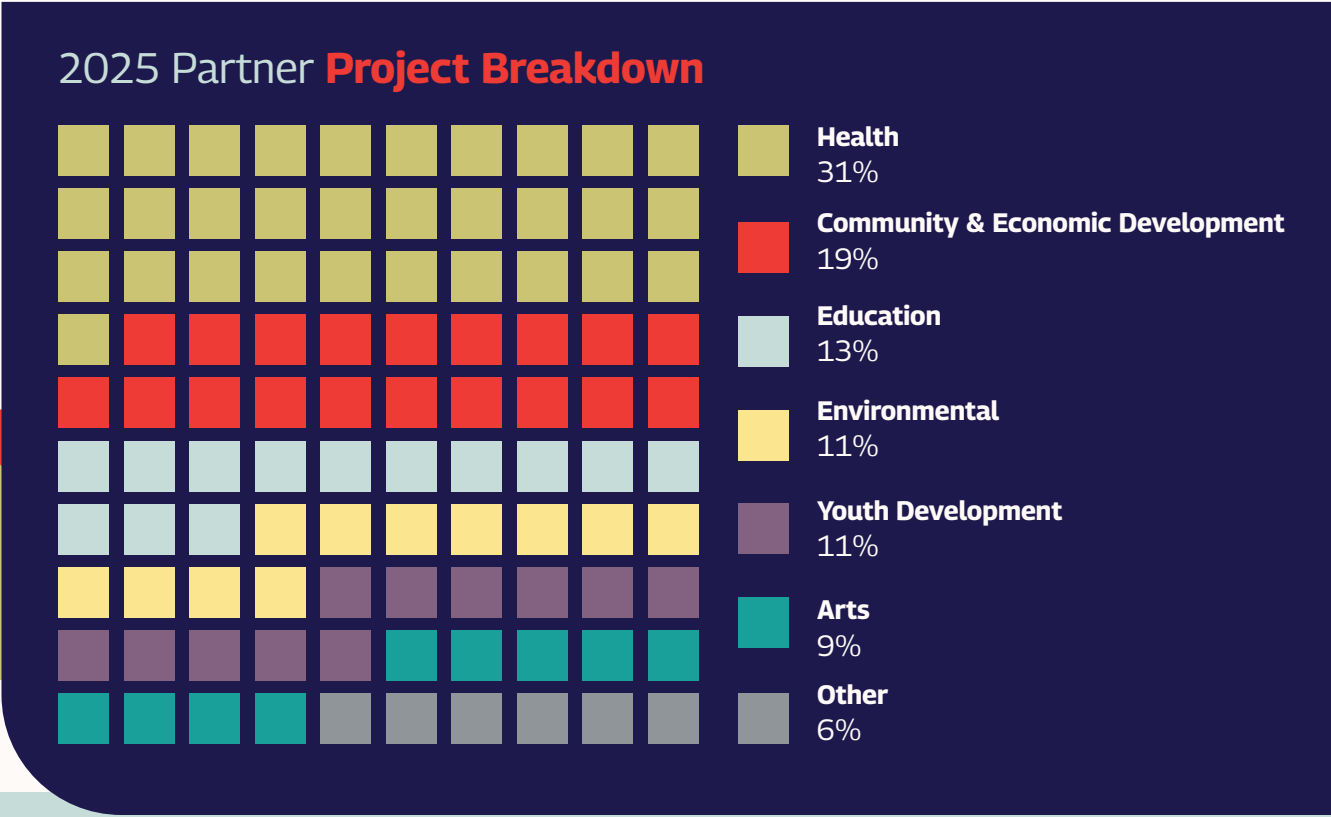
CNDC is such a great source of knowledge and expertise about the rules that govern nonprofit operations.”

Jill Locantore
Denver Streets Partnership

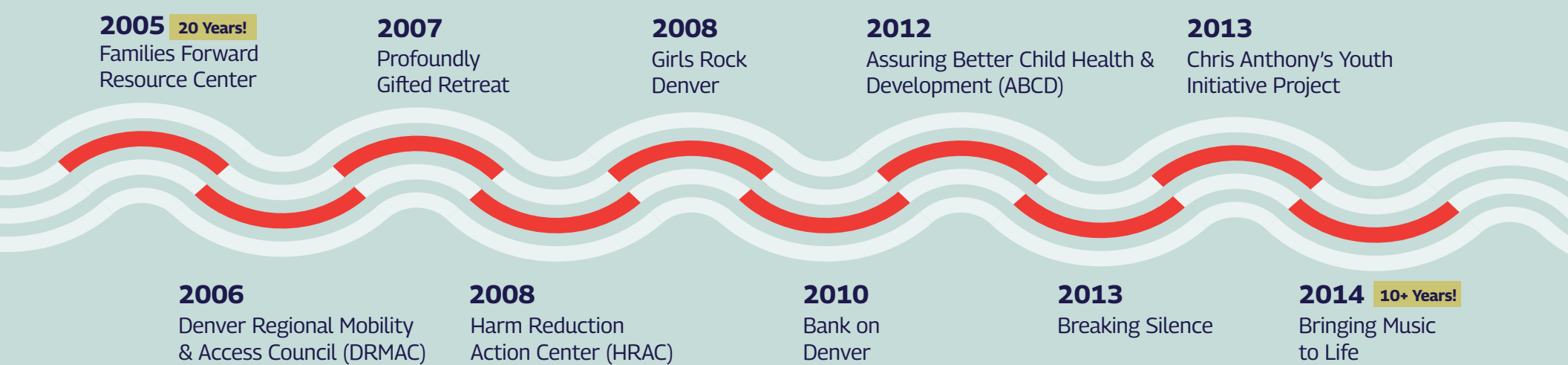
A Year of Trust In Review



88+
PARTNERSHIPS
IN 2025



Our 10 Longest Standing **Project Partners**



25 Years of Building Trust

CNDC was launched by a group of foundations and community leaders. They developed a business plan and feasibility study based on the work of several fiscal sponsors in California and the East Coast. At the time, several foundations in Denver were serving as fiscal sponsors and sought ways to reduce their risk, enhance support for charitable projects, and develop a needed resource for Colorado's nonprofit sector.

When CNDC first opened, many Colorado foundations would not fund fiscally sponsored projects. There were no written best practices for fiscal sponsors. Over the years, best practices have been developed at the national level with CNDC contributing to that effort, and Colorado's funding community and nonprofit sector have embraced fiscal sponsorship. Today, fiscal sponsorship is viewed as an essential component of a healthy, sustainable nonprofit ecosystem. CNDC is so proud to have been part of that evolution!

“

I wouldn't be able to do what I do without CNDC.”

Papa Dia
African Leadership Group

2000

Accepted first project
in March 2000

2005

Hurricane Katrina
CNDC sponsored a project that
provided transition support to
families relocated to Denver



2012

CNDC moves into collaborative
space with other Colorado
capacity building organizations

2020

COVID;
CNDC acts as intermediary
to grant COVID-relief funds



2025

CNDC celebrates 25 years,
supporting **350+ projects**,
managing over \$350 million
in project revenue & generating
1 million+ volunteer hours

2001

After 9/11, IRS recommends
use of fiscal sponsors during
national emergencies



2010

CNDC grows to 65 projects

2018

CNDC grows to 77 projects

2021

CNDC sponsored project to
provide Marshall Fire relief funds

2023

CNDC becomes a fully
remote organization



2025 Partner Appreciation

CNDC recently hosted our annual partner appreciation event, bringing together partner projects, board members, staff, and other stakeholders for an event with no agenda other than relationship-building and celebration.

While there were plenty of new faces at the event, we were thrilled to connect with partners who have been with CNDC for many years.



“

I'm very grateful for CNDC's support and collaboration. The main reason I continue to partner with CNDC is that their work is not transactional – it's relationship-based. They are part of my community. They're part of my family. They show up to my events. They recommend me. It's a life-saving opportunity that I have with CNDC.”

Papa Dia
African Leadership Group



Staff Highlights

For 25 years, our team has been the foundation of everything we do. With every partner project, they've brought our values to life through deep expertise, unwavering transparency, and a genuine commitment to meaningful partnerships.

Today, we celebrate two team members who have given over a decade of their time and talent, helping us build a legacy of trust and, in turn, helping our partners advance what matters most: their mission.

Elizabeth Orare

Controller

Inspired by a desire to enrich underserved communities, Elizabeth uses her experience in accounting to manage accounts payable, cash receipts and month-end close process so nonprofits can actualize their vision. As a controller for CNDC, Elizabeth approaches her work with a high degree of integrity and accountability to all her projects, funders and stakeholders.



In Elizabeth's Free Time, She: Hikes, volunteers in her local community, and reads.



What is the most rewarding thing about being at CNDC?

I have the privilege to work with and support a diverse network of Partners and seeing the impact that they are having in the community.

Nicki Leszman

Director of Fiscal Sponsorship

As Director of Fiscal Sponsorship, Nicki has many responsibilities, but one unwritten role is being the go-to person projects approach when they are unsure where to get help. Nicki is inspired by Colorado's thriving nonprofit ecosystem and uses her strength in relationship building paired with her operation-focused mind to contribute to partner projects in a meaningful way.



In Nicki's Free Time, She: Reads, plays board games, enjoys musical theater, and spends quality time with her family.



What is the most rewarding thing about being at CNDC?

Working at CNDC allows me to apply my strengths and knowledge at scale to over 90 missions at once and see the direct impact in Colorado communities.

2025 Donors

Thank you to all of the donors of our partner projects. Your generosity supports the impactful work of partner projects. Unfortunately, we do not have space to list the many donors to projects. Listed below are donors contributing \$20,000 or more in 2025.

Action Now Initiative, LLC
Adams County
The AJL Foundation
American Tower
The Anschutz Foundation
Aspen Community Foundation
Barr Foundation
The Beacon Fund
Bender West Foundation
Benjamin Edwards
Bezos Family Foundation
Bicycle Colorado
Blue Shield Foundation of California
BMO Bank
Bonfils-Stanton Foundation
Buck Foundation
The Caring For Denver Foundation
Caring For Colorado Foundation
Center for Civic Education
Centers for Disease Control
and Prevention
Charles Stewart Mott Foundation
Chinook Fund
City and County of Denver
City of Boulder Communication and
Engagement Department
City of Boulder Department of
Climate Initiatives
City of Boulder Parks & Recreation
Colorado Access
Colorado Criminal Justice
Reform Coalition

Colorado Department of Agriculture
Colorado Department of Early Childhood
Colorado Department of Law
Colorado Department of
Natural Resources
Colorado Department of Public
Health and Environment
Colorado Gives Foundation
Colorado Health Institute
The Colorado Health Foundation
Colorado Schools Fund
Colorado Statewide Parent Coalition
The Colorado Trust
Colorado Workforce
Development Council
Community College of
Aurora Foundation
Community Foundation Boulder County
DAFgiving 360
Daniels Fund
Delta Dental of Colorado Foundation
Denver Department of Public Health
& Environment
Denver Families for Public Schools
Denver Regional Council of Governments
The Denver Foundation
Drug Prevention and
Rehabilitation Foundation
Eagle County Board of Commissioners
Eagle County Public Health
& Environment
Eldred Foundation Inc

El Pomar Foundation
Family Resource Center Association Inc
Fidelity Charitable Gift Fund
The Frank E Payne &
Seba B. Payne Foundation
Furnishing Hope
Gary Community Investments
Gary Philanthropy
Gates Family Foundation
Goodr LLC
Health Resources and Services
Administration (HRSA)
The Human Family Unity Foundation
Intermountain Health
JCC Association of North America
Jefferson County Public Health
JPMorgan Charitable Giving Fund
KHR McNeely Family Fund
Larimer County Department of
Behavioral Health Services
Latino Community Foundation
of Colorado
Margulf Foundation
Marilyn Brown
Mel Wolf Foundation
Michael Frank
NASTAD
National Western Center Authority
Pikes Peak Region 16 Opioid
Abatement Council
Records-Johnston Family Foundation Inc
Redline

Richard Pritzlaff
Robert and Judi Newman
Family Foundation
Rose Community Foundation
Sandra Fundy
Schwab Charitable Fund
Seattle Foundation
Signal Behavioral Health Network
Silicon Valley Community Foundation
Sisters of St Francis/Sacred Heart
Charitable Fund LLC
STEM Next Opportunity Fund
Summit County Public
Health Department
The Terra Foundation
Tom & Molly Rutledge
Tortuga Charitable Foundation
Transit Center
Uber
United Way of Greater New Haven
University of Colorado Anschutz
Medical Campus
Vanguard Charitable
The Wana Brands Foundation
Walton Family Foundation
Wells Fargo Foundation
The Weld Trust
Windward Fund
The Women's Foundation of Colorado
Zero to Three

2025

Financials

For the full audit and tax return, visit our website.

	Consolidated	CNDC Admin. Office
Assets	\$	\$
Cash & Reserves	11,968,551	1,767,061
Other Assets	5,542,470	568,564
Fixed Assets	373,036	3,362
Total Assets	17,884,057	2,338,987
Liabilities		
Current Liabilities	4,129,974	267,236
Long-term Liabilities	-	-
Total Liabilities	4,129,974	267,236
Net Assets		
	13,754,083	2,071,751
Total Net Assets & Liabilities	17,884,057	2,338,987

Consolidated: CNDC Administrative Office + Project Activity		
Revenue	\$	%
Individual and Corporate	1,675,643	7
Foundation	13,487,333	56
Other	1,610,862	7
Government	7,126,427	30
Total Revenue	23,900,265	100
Expenses		
Salaries and Fringe	8,811,001	39
Contract Labor and Professional Services	9,127,831	40
Other	4,223,130	19
Occupancy	463,939	2
Total Expenses	22,625,901	100
Functional Expenses		
Program	20,075,892	88
Fundraising	379,208	2
General and Administration	2,170,801	10
	22,625,901	100

Staff & Board



Our Staff



Joseph Cameron
Cash Receipts Clerk



Desiree Coscia
Partnership Support
Coordinator



Stephanie Cyphers
Senior Staff
Accountant



Carla Freeman
Staff Accountant



Melinda Higgs
President & CEO



Nicki Leszman
Director of Fiscal
Sponsorship



Elizabeth Orare
Controller



Nicki Robbins
HR Coordinator



Tammy Schairer
Accounting Clerk



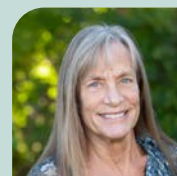
Anna Schott
Grants & Fundraising
Coordinator



Cindy Torres
HR Manager



Kevin Van Vleet
CFO



Teddy White
Staff Accountant

Our Board

Noah Atencio
Chief Executive Officer,
Philanthropy Colorado

Melanie Bartlett
Partner, Holey Hoag, LLP

Raymael Blackwell
Responsive Portfolio Director,
Caring for Denver Foundation
(term ended May 2025)

Will Chan, Board Vice Chair
Economic Development Director
and Executive Director, Lakewood
Reinvestment Authority

Taryn Fort, Board Secretary
Senior Director of Communications
and External Influence, Colorado Health
Foundation

Ann Hovland
Chief Financial Officer, Bonfils-Stanton
Foundation

Melissa Johnsen
Community Volunteer

Rich Martinez, Board Chair
Chief Financial Officer, Project Angel
Heart

Maria Montoya, Board Treasurer
Director Kunding, Corder & Montoya,
PC

Monalisa Olarte
Vice President and Chief Financial
Officer, The Colorado Trust



Colorado Nonprofit Development Center (CNDC) has been a trusted strategic business partner to Colorado nonprofits since 2000.

Our talented team of experts provides new and established mission-driven organizations with strategic expertise, strong systems and professional partnership to amplify community impact. We offer specialized support so nonprofit organizations can focus on missions that matter.

To learn more about CNDC, visit cndc.org

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