



**ENERGY
OUTREACH
COLORADO**

HEROES OF COLORADO'S ENERGY FUTURE
ENERGY OUTREACH COLORADO 2024 ANNUAL REPORT



OUR MISSION

Energy Outreach Colorado mobilizes a statewide partnership network to advocate for and deliver solutions that increase energy accessibility.

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MESSAGE FROM OUR LEADERS



Jennifer Gremmert, CEO



Luke Ilderton, Executive Director

Meet the Heroes of Colorado's Energy Future. Throughout this report, you'll see the faces of real Coloradans working alongside us in building an equitable, sustainable energy future for all. These are the families we serve, the partners we collaborate with, and the dedicated individuals making a difference in communities across our state.

2023-24 marked a pivotal evolution in Energy Outreach Colorado's leadership structure. As our organization has more than doubled in both staff and revenue over five years, we've adapted to meet growing challenges. While Jennifer continues as CEO, leading our mission, vision, and external relations, Luke has stepped into the role of Executive Director, spearheading our advocacy, programmatic, and legislative initiatives.

The need for our services has never been more urgent. Nearly one in five Colorado families spend 7% or more of their income on energy bills, with 10.1% facing severe energy burden of over 10%. Rural and mountain communities grapple with higher costs, while urban areas struggle to meet diverse needs at scale.

Yet amidst these challenges, we see daily reminders of why this work matters. It's in preventing a winter utility shutoff for a vulnerable family. It's in enrolling households

in community solar and watching their bills decrease. It's in replacing an HVAC system for someone with respiratory issues and learning their hospital visits have declined.

We're particularly proud of innovative partnerships like our Energy Assist campaign with Xcel Energy and the Colorado Avalanche, which raised nearly \$300,000 in the 2023-24 season and continues this year. Our recent multifamily electrification project with Denver Housing Authority demonstrates how we're embracing new technologies to improve lives while advancing sustainability.

As Colorado pursues ambitious climate goals including 80% reduction in greenhouse gas pollution by 2030 and 100% renewable electricity by 2040, Energy Outreach Colorado remains committed to ensuring balanced solutions that benefit all residents. With your continued support, we'll keep building bridges between policy, technology, and the daily lives of Coloradans.

Join us in this crucial work as we create an energy future that truly works for all.

Jennifer Gremmert, CEO
Luke Ilderton, Executive Director

PILLARS OF SUPPORT

When families have reliable access to affordable energy, they can create stable homes where children thrive, seniors age with dignity, and communities grow stronger. This fundamental need drives Energy Outreach Colorado to unite partners across the state, delivering both immediate assistance and sustainable solutions. Through our work, we ensure no Coloradan faces the impossible choice between heating their home and meeting other basic needs like food and medicine.

Our innovative programs form a comprehensive support system built on three pillars: support, stabilization and sustainability. By continuously evaluating and refining our approach, we've created pathways that help households move beyond survival to truly thrive. These solutions combine immediate relief with long-term energy efficiency improvements, ensuring that affordable, sustainable energy remains accessible to all Coloradans.



SUPPORT

Ensuring affordable energy access for all Coloradans



STABILIZE

Home energy efficiency improvements and educational services for energy management



SUSTAIN

Pioneering long-term energy solutions through programs and policy changes

SUPPORT

Ensuring affordable energy access for all Coloradans

Coloradans are remarkably resilient, with a spirit of determination that defines our state. From the urban centers of the Front Range to remote mountain towns, our communities consistently demonstrate strength and resourcefulness in the face of challenges. But even the most resilient individuals can face unexpected financial hardships, particularly given Colorado's rising cost of living and increasingly extreme weather patterns.

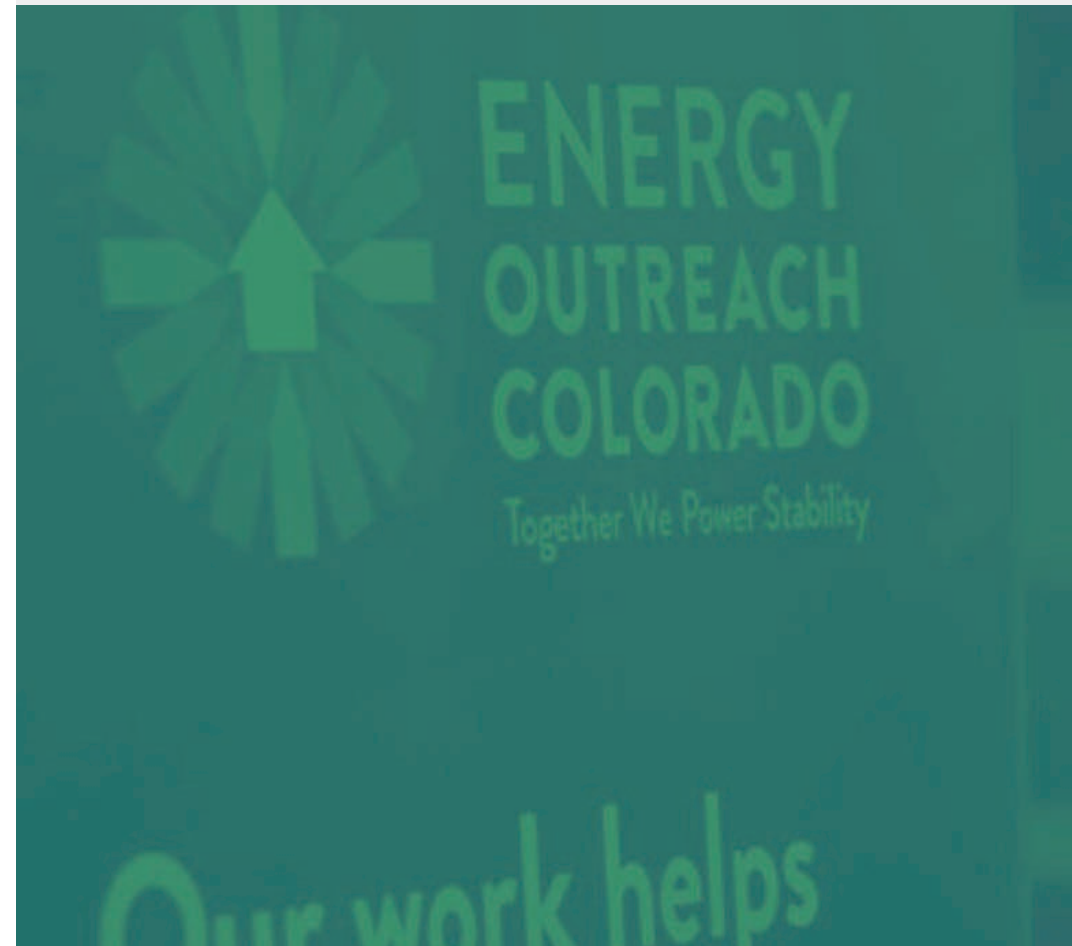
When a family faces a six-thousand-dollar furnace replacement or receives an

unexpectedly high winter heating bill, the impact can be devastating regardless of their strength or preparation. That's why Energy Outreach Colorado provides immediate intervention and emergency assistance to households in crisis. We work directly with utility providers, contractors, and community partners across the state to ensure that no Coloradan has to choose between staying warm and meeting other basic needs. Our support programs serve as a critical safety net, helping families maintain their independence and dignity while navigating temporary financial challenges.

PROGRAMS INCLUDE:

Bill Payment Assistance Program: Provides income-qualified households with emergency financial assistance on past-due energy bills, helping residents avoid a shut-off and keep their lights and heat on.

Crisis Intervention Program (CIP): Provides emergency heating system (HVAC) repairs or replacements for income-qualified households at no cost to the participant.



HEROES OF COLORADO'S ENERGY FUTURE

MEET MARIEE: BILL PAYMENT ASSISTANCE PROGRAM PARTICIPANT

The below story is written in Spanish, the primary language of Mariee.

Héroes del Futuro Energético de Colorado: Una Base Estable

Mariee estaba al borde de perder sus servicios de electricidad. Desempleada y abrumada, Mariee no sabía cómo podría pagar su factura de Xcel. Ella asiste a clases de inglés en la Escuela Primaria Swansea por las tardes y en el pasado ha recibido varios apoyos a través de los navegadores. Desesperada, preguntó sobre los apoyos disponibles para sus utilidades de casa, y ellos la ayudaron a aplicar para esta asistencia donde se pagó su factura.

Estoy muy agradecida por estos programas y por los centros comunitarios que están abiertos para apoyar a la comunidad, comparte Mariee. Esta ayuda le permitió sentirse menos abrumada y enfocarse en mantener un hogar para ella y su hija. Su experiencia refleja cómo el apoyo comunitario puede brindar esperanza y estabilidad a familias en tiempos de necesidad.

Heroes of Colorado's Energy Future: Stable Footing

Mariee was on the verge of losing her electricity services. Unemployed and overwhelmed, Mariee didn't know how she would pay her Xcel bill. She attends English classes at Swansea Elementary School in the evenings and has received different types of support through community navigators in the past. Desperate, she inquired about available assistance for her home utilities, and they helped her apply for Bill Payment Assistance, which covered the balance of her bill and prevented her from being disconnected from service.

"I am very grateful for these programs and for the community centers that are open to support the community," Mariee shares. This help allowed her to feel less overwhelmed and focus on maintaining a home for herself and her daughter. Her experience reflects how community support can bring hope and stability to families in times of need.

Image courtesy of Kalen Jesse Photography Co.



HEROES OF COLORADO'S ENERGY FUTURE

AGENCY PARTNER: BUCU WEST

Energy Outreach Colorado functions through our many partnerships with strong community organizations like BuCu West. These community partners, delivering client facing services like our Bill Payment Assistance and LEAP application outreach, are true superheroes. The below story is written in Spanish, the primary language of Gaby (right) and Maricendi (left) and the language in which they serve our community.

Gaby y Maricendi son dos líderes comunitarias excepcionales, cada una con una historia única, pero compartiendo una pasión común: ayudar a los demás.

Gaby, inspirada por su madre, quien siempre se mostró solidaria con sus vecinos y su comunidad, igual que su madre ella también ha dedicado su vida a ayudar a otros y a mostrarles el poder de su propia voz. Su llegada a los Estados Unidos estuvo llena de desafíos, pero su determinación la llevó a ser representante de padres en Head Start, abogando por los estudiantes y recursos para mejorar los centros educativos. Maricendi, por su parte, siempre ha sentido una profunda pasión por ayudar a otros. Desde temprana edad, tuvo que aprender inglés al

llegar a este país, convirtiéndose en una líder e intérprete para su familia. Esta experiencia no solo fortaleció su carácter, sino que también su pasión por apoyar y servir a su comunidad.

Durante la pandemia de COVID-19, tanto Gaby como Maricendi se unieron al equipo de BuCu, uniendo fuerzas con otros líderes para enfrentar las barreras que impedían a la comunidad acceder a recursos esenciales. Juntas, han trabajado incansablemente para implementar sistemas que superen las limitaciones y barreras, asegurando que todos los miembros de la comunidad tengan acceso a los recursos necesarios.

La historia de Gaby y Maricendi es un testimonio de la capacidad de la comunidad para unirse y superar cualquier obstáculo, demostrando que, con pasión, compromiso, y el apoyo de los líderes de su organización pueden lograr grandes cosas. Su dedicación y compasión dan esperanza para todos los que tienen la suerte de conocerlas.

Gaby and Maricendi are two exceptional community leaders, each with a unique story but sharing a common passion: helping others.

Gaby, inspired by her mother, who was always supportive of her neighbors and community, has also dedicated her life to helping others and showing them the power of their own voice. Her arrival in the United States was full of challenges, but her determination led her to become a parent representative at Head Start, advocating for students and resources to improve educational centers.

Maricendi has always felt a deep conviction for helping others. From a young age, she had to learn English upon arriving in this country, becoming a leader and interpreter for her family. This experience not only strengthened her character but also her passion for supporting and serving her community.

During the COVID-19 pandemic, both Gaby and Maricendi joined the BuCu West team, joining forces with other leaders to tackle the barriers that prevented the community from accessing essential resources. Together, they have worked tirelessly to implement systems that help participants overcome limitations and barriers, ensuring that all community members have access to the necessary resources.

The story of Gaby and Maricendi is a testament to the community's ability to come together and overcome any obstacle, demonstrating that with passion, commitment, and the support of their organization's leaders, great things can be achieved. Their dedication and compassion give hope to all who are fortunate enough to know them.



Image courtesy of Kalen Jesse Photography Co.

DATA FISCAL YEAR 2023 - 2024

30,211

Households assisted with energy assistance

\$750

Average energy assistance per household

1,846

Number of emergency heating system interventions completed

\$7,112

Average cost of a heating system replacement

Replacement Detail (Fuel Type)	2022 - 2023 # of homes	2023 - 2024 # of homes
Electric	56	38
Gas	2194	1696
Oil	3	6
Propane	326	295
Wood	12	5
Wood Pellets	8	10

STABILIZE

Home energy efficiency improvements and educational services for energy management

A well-functioning home is more than just a comfort—it's essential for health, safety, and financial stability. While many Coloradans take pride in maintaining their homes, the high costs of energy-efficient appliances, insulation, and HVAC systems can put these improvements out of reach, particularly for those already struggling with high energy bills.

Energy Outreach Colorado addresses this challenge by providing comprehensive home energy solutions that create lasting change. Through partnerships with contractors, housing providers, and nonprofit organizations across the state, we deliver energy-efficiency improvements that significantly reduce utility costs while enhancing comfort and health.

These strategic investments help families transition from crisis management to long-term stability, ultimately building more resilient communities throughout Colorado.

PROGRAMS INCLUDE:

Colorado's Affordable Residential Energy (CARE) Program

Healthy Homes Program

Stabilize households by providing free home energy-efficiency improvements. CARE is available in most Colorado counties and Healthy Homes is offered to Denver County residents living with breathing conditions. Improvements may include installation of efficient appliances, insulation, LED lights, low-flow showerheads, air sealing, and furnaces or water heaters.

Nonprofit Energy Efficiency Program (NEEP):

Provides Colorado nonprofits serving income-qualified communities with upgrades to their facilities to save energy and lower operating costs.

Multifamily Energy Efficiency Program:

Assists affordable housing property owners in reducing energy costs and keeping rents affordable for income-qualified residents. Improvements for both programs may include lighting upgrades, insulation, low-flow water fixtures, and HVAC system enhancements.

Workforce Development: Serves as a vital connector in Colorado's energy workforce development, bringing together contractors, training programs, and industry partners to create opportunities in careers that support our work.



Image courtesy of Kalen Jesse Photography Co.



DATA FISCAL YEAR 2023 - 2024

33%

Households reporting reduced energy bills after efficiency upgrades. Many participants reported an unexpected benefit: rather than saving money, they were able to maintain more comfortable indoor temperatures for the same energy cost.

61

Nonprofits assisted with energy efficiency upgrades, each building saving an average of **\$3,515** per year.

873

Single family homes assisted with energy efficiency upgrades through CARE.

\$1 M

Free solar subscriptions for 3,100 households and 13 nonprofits. These households saved an average of 50% off of their annual electric bills, for a combined savings of **\$1,018,461**.

4,344

Multifamily units provided with energy efficiency upgrades, each building saving an average of **\$4,296** per year.

HEROES OF COLORADO'S ENERGY FUTURE

MEET DELICIA: BILL PAYMENT ASSISTANCE PROGRAM PARTICIPANT

When Delicia and her nine-year-old daughter Rylee moved to Denver in March 2024, they faced challenges that would test anyone's spirit. Living with a chronic disease and navigating life's transitions, Delicia found herself in need of support after losing her job. Through 2-1-1 Colorado, she discovered EOC's Bill Payment Assistance Program. Though initially skeptical, it became a turning point in their journey.

It was truly a stress reliever, Delicia shares. Today, they've found stability and community support through Denver Public Schools, where Rylee pursues her passion for dance and basketball. Their experience with the Bill Payment Assistance Program represents more than just financial assistance—it's a testament to how community support can illuminate paths forward, opening doors to a brighter future for families like theirs.



Image courtesy of Kalen Jesse Photography Co.

HEROES OF COLORADO'S ENERGY FUTURE

MEET MARIE: HEALTHY HOMES PROGRAM PARTICIPANT

Meet Marie. She is an older adult who suffered from severe indoor allergies for years due to poor air quality in her home. Through our Healthy Homes Program and in partnership with Denver Climate Action, Sustainability & Resiliency (CASR), she received \$32,000 in home upgrades at no cost to her. Her upgrades included a heat pump, insulation, and an air purifier.

The timely installation eliminated Marie's allergy issues in the home. Despite switching to all-electric systems, Marie's utility bills remained unchanged. Marie said the installation was completed beautifully and timely. We love it.



Image courtesy of Kalen Jesse Photography Co.

MEET EVELIN: EOC PROJECT MANAGER, HEALTHY HOMES

For Evelin Preciado, creating positive change happens one home at a time. As Project Manager of EOC's Healthy Homes Program, she brings together her passion for ecology, sustainability, and social justice to make Colorado homes healthier and more energy efficient.

Drawing from her diverse background in biological research and city grant management, Evelin has spent the last five and a half years at EOC tackling critical issues like energy poverty and health disparities.

Every home presents unique challenges that require creative solutions, she explains.

Through her work auditing homes, conducting health surveys, and implementing improvements, Evelin helps families create healthier living spaces while reducing their environmental impact. For her, the Healthy Homes program represents more than just energy efficiency - it's about environmental justice and making tangible improvements in people's daily lives.



PROJECT SPOTLIGHT:

PLUM PLACE

Energy Outreach Colorado partnered with Housing Catalyst to transform Plum Place, a 15-unit affordable housing property in Fort Collins primarily serving older adults and residents with disabilities.

Through the innovative use of State of Colorado Weatherization Assistance Program funding, the project successfully preserved and enhanced long-term affordability while transitioning to efficient electric heating. The comprehensive retrofit combined cold climate heat pumps with privately funded rooftop solar and reconfiguring the utility meters from individual meters to master-meter—protecting residents who previously struggled with energy costs while demonstrating a replicable model for affordable housing preservation.

Working alongside Colorado State University's Lifelong Homes Initiative and technical partners, the project showcases how strategic building improvements can support both sustainability goals and resident health outcomes. By coordinating energy upgrades with Housing Catalyst's renovation efforts, the project maintained deep affordability while creating a model for how aging public housing can be successfully repositioned, modernized and preserved.







Image courtesy of Mike and Bill

HEROES OF COLORADO'S ENERGY FUTURE

MEET BILL & MIKE: EOC CONTRACTORS

For contractors Bill Lucas-Brown of GB3 (left) and Mike Retland of Empowercom (right), every project represents an opportunity to improve lives through energy efficiency. As key members of Energy Outreach Colorado's contractor network, they exemplify how skilled professionals can combine technical expertise and open collaboration with genuine compassion to create lasting change in Colorado communities.

Energy Outreach Colorado's contractor network represents more than just a group of service providers—it's a carefully cultivated community of professionals committed to combining technical excellence with social impact. Under the leadership of Program Manager Jordan D. Renken, EOC's Workforce Development Program has evolved to support contractors while expanding their capacity to serve Colorado communities.

While EOC signs my paycheck, I truly feel I work for our contractors, Renken explains. They're our Justice League—a network of energy superheroes dedicated to creating a thriving community for everyone. The program offers strategic hiring, fair connections, business scaling resources, and professional development support, maintaining regular communication channels to ensure continuous improvement.

As Colorado pursues ambitious climate goals while facing growing energy accessibility challenges, EOC's contractor network becomes increasingly vital. The program actively recruits skilled professionals across the state, offering meaningful work that directly impacts local communities. Projects range from single-family homes to multifamily buildings and nonprofits, providing diverse opportunities for contractors to apply their expertise while making a difference. Through this robust partnership network, EOC ensures that energy improvements are delivered with both technical precision and genuine care for the communities served. It's a model that demonstrates how professional expertise, social impact, and environmental sustainability can work together to create positive change throughout Colorado.



SUSTAIN

Pioneering long-term energy solutions through programs and policy changes

The path to energy equity requires innovative solutions that create lasting change at both individual and systemic levels. Colorado's transition to renewable energy presents unprecedented opportunities to reduce costs and improve access, but achieving these benefits requires careful planning and dedicated advocacy to ensure no community is left behind.

Energy Outreach Colorado drives sustainable change by pioneering new programs that make clean energy accessible to all Coloradans, regardless of income or housing type. We combine innovative initiatives like community solar access with persistent policy advocacy, creating systemic changes that promote affordability and fairness in Colorado's evolving energy landscape. Through these efforts, we're helping build an energy future that works for everyone—today and for generations to come.

PROGRAMS INCLUDE:

Community Solar Program: Connects income-qualified households with free subscriptions to community solar gardens across Colorado. The program makes solar financially accessible and reduces energy costs for qualified renters and homeowners whose homes may not be suitable for rooftop solar access.

Advocacy for Affordable Energy and Consumer Protections: We represent limited-income consumers in utility proceedings, analyzing impacts of industry changes, and working with providers statewide to secure funding and protections that keep energy accessible and affordable for vulnerable Coloradans.

We safeguard income-qualified energy consumers from unfair rate increases and disconnections. By working with lawmakers and stakeholders, EOC has been instrumental in the outcome of important legislation.

TRANSPARENCY & TRUST

Energy Outreach Colorado maintains rigorous standards of financial stewardship and transparency. Our organization holds the highest four-star rating from Charity Navigator, demonstrating exceptional performance in financial health, accountability, and transparency. We're also accredited by the Better Business Bureau and maintain a Platinum transparency rating from Candid (formerly GuideStar), reflecting our commitment to open reporting of finances and program impact.

On average, 89 cents of every dollar donated goes directly to program services supporting Colorado households. Our financials are independently audited annually, with detailed reports available

on our website at energyoutreach.org. EOC's dedicated Board of Directors, composed of energy industry experts and community leaders, provides governance and strategic oversight to ensure maximum impact for the Coloradans we serve.

Financial data and ratios are based on our most recent audited financial statements.



HEROES OF COLORADO'S ENERGY FUTURE

MEET JEFF & AMY: EOC DONORS

After witnessing the impact of housing instability on students throughout her years as a middle school teacher and CASA volunteer, Amy, along with her husband Jeff, wanted to create lasting change in their community. The couple, parents to a seven-year-old daughter, found their philanthropic match in Energy Outreach Colorado's comprehensive approach to energy equity.

Energy insecurity isn't solved with a single solution," Amy reflects. "What draws us to Energy Outreach Colorado is their strategic, multi-layered approach. They're not just providing emergency assistance—they're creating sustainable programs that drive systematic change. As donors, we know our quarterly contributions are helping build long-term solutions for families in our local community.



Image courtesy of Kalen Jesse Photography Co.



PROJECT SPOTLIGHT

CHATFIELD AGRIVOLTAIC SOLAR GARDEN

Energy Outreach Colorado connected 150 income-qualified Denver Public Schools families with clean energy through an innovative solar project at Denver Botanic Gardens Chatfield Farms. This \$4.7 million installation, funded by Denver's climate change sales tax, demonstrates the powerful combination of renewable energy and sustainable agriculture through its advanced agrivoltaic system.

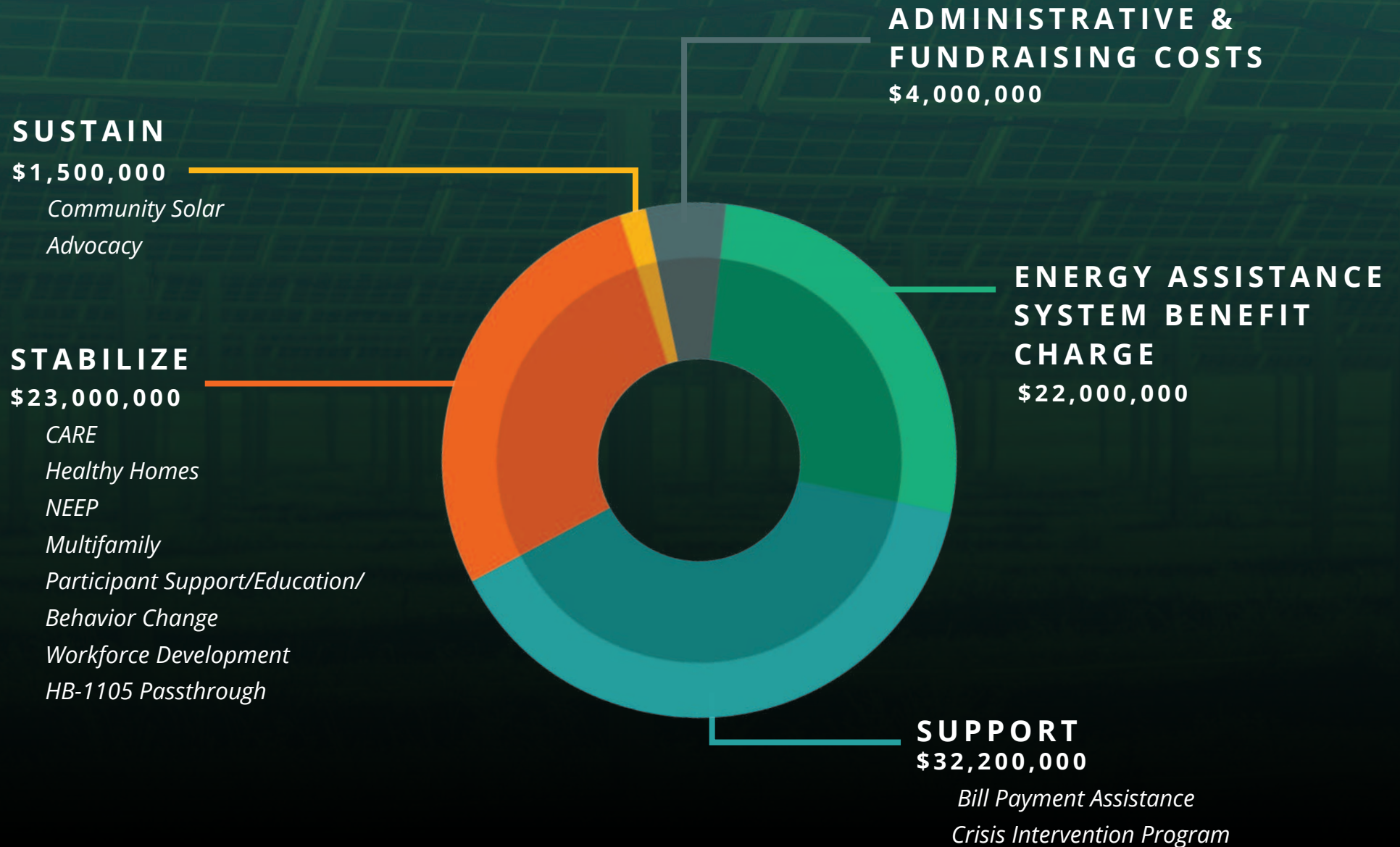
The 1.2-megawatt solar array features panels positioned eight feet high to accommodate farming equipment, using smart technology to track the sun and protect crops from harsh weather. Working with

the National Renewable Energy Lab, the system will create optimal growing conditions for up to 30,000 pounds of vegetables annually, which will be distributed at no cost to families through Denver community centers.

Through our management of the community solar garden subscriptions, participating families receive monthly electricity bill credits from Xcel Energy, making this project a model for how renewable energy can advance both environmental sustainability and energy equity.

Image courtesy of Kalen Jesse Photography Co.

**2023/2024 TOTAL PROGRAM SUPPORT:
\$82,700,000**



BOARD OF DIRECTORS

Moe Tabrizi

Retired University of Colorado
Board Position: President

James Marchiori

Retired - CU Denver
Board Position: Vice President

Adam Goldman

Retired - Red Rocks Capital
Board Position: Treasurer

Paula Sandoval

Tamales by La Casita, Inc.
Board Position: Secretary

Jennifer Cloud

Colorado Coalition for the Homeless
Board Position: At Large Member

Brad Davids

WeaveGrid
Board Position: At Large Member

Guia Ellerby

Aerospace Corporation
Board Position: At Large Member

Connor Larr

Ulysses Development Group
Board Position: At Large Member

Chris S. Lopez

Colorado Housing Finance Authority
Board Position: At Large Member

Ashley McNamee

Revelstoke Capital Partners
Board Position: At Large Member

Rachael Moreland

S&P Global
Board Position: At Large Member

Cec Ortiz

Latino Community Foundation of Colorado
Board Position: Past President

Andrew Ramsey

Hirtle, Callaghan & Co.
Board Position: At Large Member

Daniel Schnee

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Board Position: At Large Member

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Board Position: At Large Member

Jack Weixel

East Daley Analytics
Board Position: At Large Member

Saskia Young

Colorado Hospital Association
Board Position: At Large Member

HEROES OF COLORADO'S ENERGY FUTURE

MEET MARGARET, STAKEHOLDER RELATIONS, OXY

In the complex landscape of Colorado's energy future, meaningful change often starts with dedicated individuals who understand both industry capabilities and community needs. At Oxy, this bridge-building work comes to life through their Stakeholder Relations team, where passionate professionals work to ensure energy solutions benefit everyone in the community.

With a STEM background in microbiology and a passion for personal interaction, I find Stakeholder Relations in a technical industry an ideal fit," shares Margaret Rowley, who serves on Oxy's Stakeholder Relations team. Her role involves connecting with communities across Colorado and Wyoming, addressing concerns about field operations, and ensuring Oxy maintains its commitment to being a good neighbor.

This commitment extends beyond just operational excellence. Through their partnership with Energy Outreach Colorado, Oxy has created tangible impact in communities that need it most:

A sponsorship supporting energy assistance and efficiency programs
Direct support to 50 Weld County households, preventing utility disconnections during critical winter months
Distribution of 70 ConSERVE energy-saving kits, providing long-term efficiency solutions

Working in Stakeholder Relations is a source of pride because it involves being the vital link between a company and the community, Margaret reflects. "This role allows you to champion residents' voices, ensuring their concerns and feedback are heard and addressed.

The partnership between Oxy and Energy Outreach Colorado exemplifies how industry leaders can drive positive change in their communities. While Colorado faces significant energy challenges, partnerships like this help create sustainable solutions.

Through their commitment to both environmental stewardship and community support, Oxy demonstrates how energy companies can help build a more equitable energy future for Colorado. As Margaret notes, By fostering transparent communication and building trust, you help positively impact both the environment and the community.



CORPORATE PARTNERS

CHAMPIONS

GIFTS OF OVER \$150,000+ ANNUALLY



SUSTAINERS

GIFTS OF \$75,000 - \$100,000 ANNUALLY



STABILIZERS

GIFTS OF \$25,000 - \$50,000 ANNUALLY



**HERBALY
EXPLORATION LLC**

FINANCIALS

REVENUE

Individual Contributions	\$2,048,341
Corporate Contributions	\$1,666,205
Corporate Contributions Restricted	\$16,217,736
Foundation Grants	\$1,356,153
Government Funding	\$11,251,142
Statutory/Settlement Funding	\$9,269,648
Legislative Funding	\$30,183,851
Miscellaneous Income	\$1,443,654
Investment Income	\$3,330,030
TOTAL	\$76,766,760

EXPENSES

Energy Assistance Program	\$24,763,290
Energy Efficiency Programs	\$19,586,941
Crisis Intervention Program	\$7,418,136
Other Programs	\$3,455,966
Advocacy	\$893,363
Administration	\$2,448,428
Development	\$1,430,761
Pass through to other state agencies	\$22,763,290
TOTAL	\$82,760,175

For the complete audit, visit energyoutreach.org/financial-reports



Images courtesy of Kalen Jesse Photography Co.



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