

**From:** [Colin Miller](#)  
**To:** [dencc - City Council](#)  
**Subject:** [EXTERNAL] Mimimum wage increase support  
**Date:** Monday, November 4, 2019 12:21:33 AM

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Hello,

Restaurants are upset about the proposed hike. I work in the food industry. You may find me in a food truck at civic center eats in the summer. Im paid well there. First time in my life. First time in my life where i dont have to starve myself to pay housing cost. I still have no health coverage. I limp some days due to a injury. Im only 26 and struggle to walk. Health insurance is unreasonable and i dont qualify for medical assistance, so i dont pay medical bills as a result.

Make wise choices in minimum wage increases. It may impact health care!!!

Thank you.

**From:** [AFDC](#)  
**To:** [kniechatlarge](#)  
**Subject:** [EXTERNAL] Support for Denver Minimum Wage Increase Proposal  
**Date:** Thursday, November 14, 2019 9:34:54 AM

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Dear Councilor Kniech,

On behalf of the All Families Deserve a Chance Coalition, we would like to express our support for the proposal to increase minimum wage in Denver. Founded in 1991, AFDC Coalition promotes public policy to improve the lives of all Coloradans living in poverty. Based on the experience and analyses of members of our coalition, we appreciate that you are a champion in favor of this proposal to help low-income families keep up with the rising cost of living in Denver.

Workers across industries and socioeconomic statuses have been struggling to stay afloat amidst rapid change in the Denver metro area—yet marginalized families and low-wage workers have borne the brunt of these difficulties. According to the Self-Sufficiency Standard published by the Colorado Center on Law and Policy, families require an income much higher than current minimum wage standards to pay basic expenses in Denver County. For example, a Denver family with two adults and an infant need an annual income of \$64,722 (approximately \$15.42 per hour per adult) in order to make ends meet—a wage that more closely aligns with the proposed increase than current standards. For more information on this report, or more insights on how to effect positive change for low-income families, access the report and its supplements [here](#).

Although cash is the most versatile resource in meeting our needs, it is important to consider how this increase may impact access to public benefit programs for families on the margins. Depending on family structure, hours worked, and the program, some people may experience reductions in benefits with an increased income. Despite these reductions, more income will still have a net positive impact on most low wage workers and their families. While some families may need assistance navigating what this change means for their net income, this proposed increase is a necessary step towards self-sufficiency for low-income Denverites.

The AFDC Coalition supports your leadership on this proposal and future policy changes that support low income Coloradans. Minimum wage is a great starting point to improve the lives of families on the margins—but there remains much work to be done to ensure all Denver families can be self-sufficient and maintain their holistic well-being. If you have any questions or are interested in learning more about the AFDC Coalition and our work, please contact us at [afdccoalition@gmail.com](mailto:afdccoalition@gmail.com).

Respectfully,  
Bonnie DeHart  
AFDC Coalition Chair

**From:** [Kniech, Robin L. - CC Member At Large Denver City Council](#)  
**To:** [Lowell, Christopher - CC City Council Aide At Large](#)  
**Subject:** MW Record #5  
**Date:** Friday, November 22, 2019 1:57:21 PM

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**Councilwoman Robin Kniech**

*(She/her)*

Denvergov.org/robinkniech

Office: 720-337-7712

Email: robin.kniech@denvergov.org

**From:** Alik Kassner <alpinehomecare.alik@gmail.com>  
**Sent:** Monday, November 04, 2019 1:24 PM  
**To:** Kniech, Robin L. - CC Member At Large Denver City Council <Robin.Kniech@denvergov.org>  
**Subject:** [EXTERNAL] Re: Updated Min Wage Proposal and Next Steps

Dear Councilwoman Kniech,

Thank you for the updated proposal.

This new proposal will give our industry more time to ask for higher reimbursement rates, which - to be sure - will not be an easy task.

Without sufficient rate increases going forward, the result for our industry would unfortunately still be the same, as the rate of \$15.87 remains the same (but is reached one year later).

**The additional year and the initially lower increases in Denver's minimum wage will give us a better chance to survive and work with the legislature on future rate increases to avoid a negative outcome.**

Thank you so much for listening to our concerns.

Kind Regards,

Alik A. Kassner

Partner

**Alpine Homecare, LLC**

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**From:** [Kniech, Robin L. - CC Member At Large Denver City Council](#)  
**To:** [Lowell, Christopher - CC City Council Aide At Large](#)  
**Subject:** for MW Record 2  
**Date:** Friday, November 22, 2019 1:55:58 PM

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**Councilwoman Robin Kniech**

*(She/her)*

[Denvergov.org/robinkniech](http://denvergov.org/robinkniech)

Office: 720-337-7712

Email: [robin.kniech@denvergov.org](mailto:robin.kniech@denvergov.org)

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**From:** Bruce Stahlman <[bstahlman@arcthrift.com](mailto:bstahlman@arcthrift.com)>  
**Sent:** Monday, November 04, 2019 3:11 PM  
**To:** Kniech, Robin L. - CC Member At Large Denver City Council <[Robin.Kniech@denvergov.org](mailto:Robin.Kniech@denvergov.org)>  
**Subject:** [EXTERNAL] RE: Updated Min Wage Proposal and Next Steps

Thanks so much for sending this along. We very much appreciate the changes that have been proposed inasmuch as they'll help us better assimilate the ordinance with minimal disruption to our mission funding, etc. We also recognize the amount of extra effort and time you've invested in making this something that the majority of stakeholders can support based upon the feedback provided. Well done and I'm intending to speak in support of the revised ordinance at the Council Finance and Governance meeting tomorrow.

Best regards.

**BRUCE R. STAHLMAN**  
CHIEF FINANCIAL OFFICER  
ARC THRIFT STORES  
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[BSTAHLMAN@ARCTHRIFT.COM](mailto:BSTAHLMAN@ARCTHRIFT.COM)









**From:** [Cathy Alderman](#)  
**To:** [kniechatlarge](#)  
**Cc:** [Kyle, Polly A. - CC Senior City Council Aide At Large](#); [Aubrey Hasvold](#)  
**Subject:** [EXTERNAL] FW: Support for Denver Wage Increase  
**Date:** Friday, November 22, 2019 1:19:21 PM

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Hi Councilwoman Kniech and Polly – Below is the letter that I just sent to all councilmembers re: our support for the wage increase. Unfortunately, I cannot be at the Council meeting next week to testify but I hope you find this letter helpful.

Best –  
Cathy

Cathy Alderman (she, her, hers) JD/MSPH  
Vice President of Communications and Public Policy  
Colorado Coalition for the Homeless  
2111 Champa Street, Denver, CO 80205  
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*The mission of the Colorado Coalition for the Homeless is to work collaboratively toward the prevention of homelessness and the creation of lasting solutions for homeless and at-risk families, children, and individuals throughout Colorado.*

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**From:** Cathy Alderman  
**Sent:** Friday, November 22, 2019 1:09 PM  
**To:** [districtone@denvergov.org](mailto:districtone@denvergov.org)  
**Subject:** Support for Denver Wage Increase



Dear Councilwoman Sandoval –

The Colorado Coalition for the Homeless (CCH) supports the effort by Mayor Hancock and

Councilwoman Kniech to increase the minimum wage to \$15/hr. According to the National Low-Income Housing Coalition (NLIHC), a person working at a minimum wage job would have to work 91 hours a week in order to afford housing in Colorado. Further, in Denver, we know that 51% of renters are paying more than 50% of their income on housing costs meaning they are severely cost-burdened and having to make the difficult decision of whether to pay their rent or buy groceries every month. According to the same data by the NLIHC, it is estimated that a living housing wage in Denver is over \$25 an hour. The move towards \$15/hr. is a step in right direction though with rising housing costs, more will have to be done to make sure our community members can live safely, stably, and without risk of falling into homelessness.

At CCH, we are committed to increasing minimum wage for our employees ahead of the state requirement of \$12.00/hr. by 2020. In July of 2019, we transitioned staff to \$14/hr. across the organization impacting the take-home pay of approximately 55 staff members. While this came at an annual cost of just over \$120,000 to the organization, CCH's commitment to contributing to income equality for our clients, residents, and staff made these changes possible. We also plan to increase our minimum wage to \$15/hr. in July 2020. Our goal is to continue to incrementally increase wages whenever possible and in line with meeting organizational goals and objectives, sustained fundraising efforts, and receiving adequate reimbursement for the services we provide to the over 20,000 individuals we see each year. CCH reviews our pay structure on an as-need basis in conjunction with our pay philosophy to ensure the structure continues to align with the organization's operational success, available organizational resources, and market conditions.

We know that non-profits operate with limited resources and have often been forced to pay their staff lower wages than the private market is able. CCH is committed to establishing ourselves as a leader and an example to the nonprofit sector in achieving more equity, fairness, and parity in achieving livable wages for all the people we support and work with. We are strongly in support of Denver moving in that direction as well and would strongly encourage City Council's support of an increase to Denver's minimum wage.

Please feel free to reach out with any questions.

All the best –

Cathy

Cathy Alderman (she, her, hers) JD/MSPH  
Vice President of Communications and Public Policy  
Colorado Coalition for the Homeless  
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[www.coloradocoalition.org](http://www.coloradocoalition.org)

*The mission of the Colorado Coalition for the Homeless is to work collaboratively toward the prevention of homelessness and the creation of lasting solutions for homeless and at-risk families, children, and individuals throughout Colorado.*

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November 22, 2019

Dear Mayor Hancock and members of Denver City Council,

Representing our 575 nonprofit member organizations in Denver, I am writing to ask for your support of CB 19-1237 to establish and increase Denver's minimum wage to \$15.87 by 2021. Even though Denver's economy is booming according to many economic indicators, this policy helps address the reality that many of the people who live and work in Denver continue to fall further behind. Housing and living expenses have increased while real wages have been stagnating. This policy is a great opportunity to help ensure that Denver's prosperity is shared by all residents and workers.

Supporting the ability of families to become self-sufficient and enjoy a high quality of life is a goal that is common to most nonprofit organizations, regardless of their particular cause. Increasing the minimum wage in Denver will help move over 90,000 Denver residents, workers, and their families substantially closer to this goal.

Many families rely on the nonprofits that serve Denver to help meet their basic needs as their current wages are simply insufficient. Higher wages in Denver are likely to reduce the demands for services from these organizations, allowing more resources to be directed to the families and workers with the greatest needs. In these ways, the minimum wage increase will benefit both nonprofit organizations and the people they serve.

To the greatest extent possible, nonprofits should invest in their employees to make sure they are also self-sufficient and enjoy a high quality of life. Most nonprofit employees in the Denver metro area are paid more than \$16 an hour, according to our 2018 Salary and Benefits Survey. However, there are about 15% of nonprofit employees in the metro area that are paid \$16 an hour or less. Not only would this change have the most impact on nonprofit employees responsible for retail and hospitality services, it would also boost wages for many other employees responsible for nonprofits' operations, soliciting grants and donations, and carrying out mission-relevant programs. Increasing the minimum wage will also benefit these nonprofit employees, many of whom are struggling to make ends meet.

We recognize that paying higher wages necessarily means higher labor costs for nonprofit and for-profit organizations. Despite their support for the merits of the policy, we've heard earnest concerns from some nonprofits that this policy increases the minimum wage "too much too fast." Some organizations may end up cutting back their resources for staff, operations, or programs. We have weighed these costs against the benefits to Denver's nonprofits of more families and workers becoming self-sufficient, and determined that increasing the minimum wage now, as proposed by Denver City Council, is the right course of action.

All this said, we would like to work with the city and county of Denver to provide more support for the work of nonprofit community, especially for organizations that could be cost-burdened by this policy. This includes, but is not limited to, the following recommendations.



First, adjust the reimbursement rates under city and county grants and contracts to reflect this minimum wage increase. If these rates are not adjusted, then many nonprofits will be required to use more of their funding from private donations and grants to pay for higher wages. The minimum wage increase is likely to occur when some nonprofits are in the middle of implementing a city grant or contract, so city agencies should have flexibility to adjust or re-open agreements to align reimbursement rates with the minimum wage increase.

Similarly, nonprofits may be required to pay higher wages in Denver while reimbursement rates from state and federal agencies are unchanged. Certainly, Denver has no authority over the state or federal government but could be an advocate for higher reimbursement rates. HB 19-1210 enables the Colorado General Assembly to collect data to assess the need for any changes to reimbursement rates and Denver could help the state determine what is needed by nonprofits serving our residents.

Second, invest more in the capacity of Denver's nonprofit organizations through partnerships and professional development. Nonprofits can increase the efficiency of public services by leveraging private donations and grants and approaching societal challenges creatively and nimbly. The city could seek more opportunities to appropriate more funding for grants and contracts, guarantee payment of administrative (indirect) costs at least at the federal minimum, and collaborate with nonprofits on common goals, particularly through the Denver Office of Strategic Partnerships (DOSP).

We also encourage City Council to continue working with nonprofit organizations impacted by the wage increase so that Denver continues to substantially benefit from their public services and employment of residents.

Colorado Nonprofit Association looks forward to working with you in helping nonprofit organizations serving Denver to adapt to these changes, developing public policies to bring down nonprofits' operating costs, and providing resources that build nonprofits' capacity to raise funds.

Sincerely,

A handwritten signature in black ink that reads "Renny Fagan".

Renny Fagan,  
President and CEO

**From:** [Kniech, Robin L. - CC Member At Large Denver City Council](#)  
**To:** [Lowell, Christopher - CC City Council Aide At Large](#)  
**Subject:** MW Record #4  
**Date:** Friday, November 22, 2019 1:57:02 PM

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**From:** kniechatlarge  
**Sent:** Monday, November 04, 2019 2:19 PM  
**To:** Kniech, Robin L. - CC Member At Large Denver City Council <[Robin.Kniech@denvergov.org](mailto:Robin.Kniech@denvergov.org)>  
**Subject:** FW: [EXTERNAL] Re: Updated Min Wage Proposal and Next Steps

FYI

**From:** Jeannene Bragg <[jeannene@curioustheatre.org](mailto:jeannene@curioustheatre.org)>  
**Sent:** Monday, November 4, 2019 1:18 PM  
**To:** kniechatlarge <[kniechatlarge@denvergov.org](mailto:kniechatlarge@denvergov.org)>  
**Subject:** [EXTERNAL] Re: Updated Min Wage Proposal and Next Steps

Thank you for keeping us updated. We appreciate the changes you have made to help us adjust and plan for the increase.

Keep up the good work!

**Jeannene Bragg**

Community Engagement Organizer

Curious Theatre Company

[Jeannene@curioustheatre.org](mailto:Jeannene@curioustheatre.org)

Desk 303-800-3030

Cell 720-219-5274

*Pronouns: she/her/hers. Please tell me yours. [\(What's this?\)](#)*

*a wickedly funny satire*

## ***The Thanksgiving Play***

October 31 - December 15

[curioustheatre.org](http://curioustheatre.org)

On Mon, Nov 4, 2019 at 1:09 PM kniechatlarge <[kniechatlarge@denvergov.org](mailto:kniechatlarge@denvergov.org)> wrote:

|







**From:** [Kniech, Robin L. - CC Member At Large Denver City Council](#)  
**To:** [Lowell, Christopher - CC City Council Aide At Large](#)  
**Subject:** For the record 1  
**Date:** Friday, November 22, 2019 7:17:31 AM  
**Attachments:** [image001.jpg](#)

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**From:** "Johnson, Erik" <[ERIK\\_JOHNSON@dpsk12.org](mailto:ERIK_JOHNSON@dpsk12.org)>  
**Date:** Monday, November 18, 2019 at 7:32 PM  
**To:** "'[Michael.Hancock@denvergov.org](mailto:Michael.Hancock@denvergov.org)'" <[Michael.Hancock@denvergov.org](mailto:Michael.Hancock@denvergov.org)>, "'[denc@denvergov.org](mailto:denc@denvergov.org)'" <[denc@denvergov.org](mailto:denc@denvergov.org)>  
**Cc:** "Cordova, Susana" <[Susana\\_Cordova@dpsk12.org](mailto:Susana_Cordova@dpsk12.org)>, Mark Ferrandino <[MARK\\_FERRANDINO@dpsk12.org](mailto:MARK_FERRANDINO@dpsk12.org)>, "Dunn, Lauren" <[LAUREN\\_DUNN@dpsk12.org](mailto:LAUREN_DUNN@dpsk12.org)>, Erin Brown <[erin.brown@denvergov.org](mailto:erin.brown@denvergov.org)>, +Board of Education <[board@dpsk12.org](mailto:board@dpsk12.org)>  
**Subject:** Update on City Minimum Wage Proposal

Denver City Council and Mayor's Office,

On October 21, 2019, I wrote to you expressing Denver Public School's support for raising the minimum wage while also sharing some concerns related to the proposal's implementation timeline (original letter copied below). I am pleased to be able to say that we strongly support the revised proposal that is now under consideration.

DPS has been acting on a plan to get all employees to a \$15 / hour minimum wage by 2023. With an additional year to move all employees to \$15.87 by 2022, we forecast this proposal will increase district compensation expenses \$3 - 4 million above current projections. We expect to be able to solve for this with a combination of funds from a potential future mill levy override and budget savings that would avoid a negative student impact.

This move is the right action for our employees and for our students. We support Councilwoman Kniech's latest proposal and commit to moving towards a \$15 minimum wage for DPS employees.

Thank you for leading on this initiative and for responding to feedback in your process,

Erik Johnson

Denver Public Schools

**ERIK JOHNSON**  
**Chief Financial Officer**

1860 Lincoln St., Denver, CO 80203 | 1107  
p 720-423-3112 | [erik\\_johnson@dpsk12.org](mailto:erik_johnson@dpsk12.org)





**From:** [Kniech, Robin L. - CC Member At Large Denver City Council](#)  
**To:** [Lowell, Christopher - CC City Council Aide At Large](#)  
**Subject:** MW Record #3  
**Date:** Friday, November 22, 2019 1:56:47 PM

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**From:** Len Vlahos <len.vlahos@tatteredcover.com>  
**Sent:** Monday, November 04, 2019 2:23 PM  
**To:** Kniech, Robin L. - CC Member At Large Denver City Council <Robin.Kniech@denvergov.org> **Cc:** Nagel-Casebolt, Turid A. - DEDO Director <Turid.Nagel-Casebolt@denvergov.org>; Hiraga, Eric S. - DEDO MA0054 Director of the Denver Office of <Eric.Hiraga@denvergov.org>; Stuart, Skye L. - MO Senior Advisor <Skye.Stuart@denvergov.org>; Kristen Gilligan <kristen.gilligan@tatteredcover.com>  
**Subject:** [EXTERNAL] Re: Intro

Hi Councilwoman Kniech,

Thank YOU for listening to feedback from all the various constituent groups, and arriving at strong and sensible proposal to help working families, while also giving small, locally-owned businesses, like Tattered Cover, time to prepare and adapt. Thank you also for the introduction.

Greetings, Turid. In case you're not familiar with Tattered Cover, we're one of the largest indie bookstores in the U.S., and have been operating in Denver continually since 1971. We have four locations, three in the Denver city limits, and employ approx. 160 people.

If you can spare half an hour sometime in the next few weeks, I'd love to meet with you to tell you a bit about our business and the very unique challenges we face. We're wondering if there is any opportunity for the Economic Development Office to be of assistance.

Thanks for your time.  
Len





18 November 2019

Dear Mayor Hancock and Denver City Council:

We the undersigned Metro Denver faith leaders are excited to express our support of the proposed Denver Ordinance to increase the minimum wage for workers in Denver. All workers deserve to earn enough to live a life of dignity – in which they can shelter, feed and care for themselves and their families.

Many Denver workers are forced to rely on public assistance for their basic needs, even while they work full-time jobs. This means taxpayers are also asked to make up the difference when employers choose to pay wages and benefits that fall short. People working full time should never be forced to live in poverty because their wages are so low. We are heartened to know that nearly 100,000 adult workers would see a wage increase in Denver when we reach \$15.87 through this ordinance.

As leaders in our faith communities throughout Metro Denver, with congregants who live and/or work in Denver, our various faith traditions call us to care for our neighbors. As people of faith we believe we must work together to forge a moral economy that places human dignity at the center of public life in our city and state. Increasing the minimum wage in Denver is a right step to take in this direction.

We encourage your support of this ordinance.

Signed by 84 Metro Denver clergy and faith leaders (attached)

[Together Colorado](http://www.togethercolorado.org) is a nonpartisan, multi-racial, multi-faith community organization that unlocks the power of people to transform their communities through community organizing. Comprised of 220 congregations, schools, clergy and faith leaders across the state, we are working together to place human dignity at the center of public life in Colorado. We are a member of [Faith in Action](#), the largest grassroots, faith-based organizing network in the United States, working with over 1,000 religious congregations through 45 local and state federations.

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[WWW.TOGETHERCOLORADO.ORG](http://www.togethercolorado.org)

OFFICE: 303.399.2425 | FAX: 303.399.1969 | 1980 DAHLIA ST, DENVER, CO 80220

*Together Colorado is a nonpartisan interfaith organization*

\*Congregations/Organizations listed for identification purposes only

Rev. Jessica Abell  
Living Waters Community Church  
Denver

Rev. Shaye Champ-Correll  
Cairn Christian Church  
Lafayette

Msgr. Robert Amundsen  
Immaculate Conception Catholic Church  
Lafayette

Cole Chandler  
Colorado Village Collaborative  
Denver

Rev. Lee Anderson-Harris  
Trinity United Methodist Church  
Denver

Rev. Linda Cheek  
Good Shepherd United Methodist Church  
Thornton

Rev. Eric Banner  
Jefferson Unitarian Church  
Denver

Rev. Ian Cummins  
Montview Blvd. Presbyterian Church  
Denver

Rabbi Eliot Baskin  
Temple Emanuel  
Denver

Elder Norm Davey  
The Way Church  
Centennial

Rev. Bonita Bock  
Our Savior's Lutheran Church  
Denver

Dr. Robert Davis  
Seasoned With Grace  
Denver

Rabbi Stephen Booth-Nadav  
Kavod Senior Life and Wisdom House  
Denver

Rev. William Davis  
Good Shepherd Presbyterian Church  
Denver

Sharon Bridgeforth, President of the Board  
Together Colorado  
Zion Baptist Church  
Denver

Fr. Juan De Los Santos  
Our Lady Mother of the Church  
Commerce City

Rev. Rebecca Brown  
Christ the King Episcopal Church  
Arvada

Rev. Wesley Dunbar  
St. John's Lutheran Church  
Northglenn

Rev. Bill Calhoun  
Presbyterian minister, Retired  
Denver

Rev. Canon Alex Dyer  
The Episcopal Church in Colorado  
Denver

Pastor Paul Carlson  
St. Stephen's Lutheran Church  
Denver

Dr. Jean East  
Loretto Community  
Littleton

Thomas English  
University Park United Methodist Church  
Denver

Rev. Lydia Ferrante-Roseberry  
Boulder Valley Unitarian Universalist  
Fellowship  
Lafayette

Rabbi Brian Field  
Judaism Your Way  
Denver

Edith Figueroa  
Holy Spirit Ambassadors Missionaries  
Denver

Rev. Nikki Frontz  
Retirement Community Chaplain  
Thornton

Rabbi SB Gershuny  
Jewish Renewal  
Boulder

Rabbi Bernard Gerson  
Congregation Rodef Shalom, *retired*  
Denver

Rabbi Fred Greene  
Congregation Har HaShem  
Boulder

Rabbi Salomon Gruenwald  
Congregation HEA  
Denver

Rev. Emily Hagan  
First United Methodist Church  
Lafayette

Rev. Amanda Henderson  
Interfaith Alliance of Colorado  
Statewide

Rev. Masando Hiraoka  
Mile Hi Church  
Lakewood

Rev. Jeff Hirota  
United Methodist  
Lafayette

The Rev. Ted Howard  
St. John's Episcopal Church  
Boulder

Rev. Karen Howe  
Boulder Community UCC  
Boulder

Dr. Charisa Hunter-Crump  
Cairn Christian Church (Disciples of Christ)  
Lafayette

Dr. Jeff Johnsen  
Mile High Ministries  
Denver

Br. Daniel Klawitter  
Order of Saint Luke  
Denver

Sister Anna Koop  
Loretto Community  
Denver

Rev. Paul Kottke, District Superintendent  
for Denver Area Churches of the  
Mountain Sky Conference UMC  
Denver

Tom Kowal  
Mountain View Friends Meeting  
Denver

Rev. Martin Lally  
Holy Family Catholic Church  
Denver



Rev. Nicole Lamarche  
Community United Church of Christ  
Boulder

Rev. Bradley Laurvick  
Highlands United Methodist Church  
Denver

Rev. Wayne A Laws  
Mountain View United Church  
Aurora

Deacon Judy Lounsberry  
Evangelical Lutheran Church in America  
Littleton

Bishop Kimberly Lucas  
The Episcopal Church in Colorado  
Statewide

Sister Patricia McCormick  
Loretto Community  
Denver

Rev. Susan McKee  
United Church of Christ, *retired*  
Denver

Rev. Mark Meeks  
Capitol Heights Presbyterian Church  
Denver

Rev. Sally Megeath  
St. Thomas Episcopal Church  
Denver

Mr. Adrian Miller, Exec. Dir.  
Colorado Council of Churches  
Denver

Doug Nelson  
The Refuge  
Arvada

Rev. Dr. Eric D. Nelson  
Heritage Christian Center  
Aurora

Minister Jeff Neuman-Lee  
Church of the Brethren, Retired  
Denver

Dr. H. Malcolm Newton  
Kingdom Connection Christian Center  
Aurora

Rev. Bich Thy (Betty) Nguyen  
Mountain Sky Conference of the  
United Methodist Church  
Denver

Bishop Karen Oliveto  
Mountain Sky Conference of the  
United Methodist Church  
Statewide

Jeanne Orrben  
Loretto Community  
Wheat Ridge

Dr. & Sr. Lydia Pena  
Sisters of Loretto  
Denver

Rusty Plowman  
The Church of Jesus Christ of Latter-day Saints  
Thornton

Brother Scott Michael Pomerenk, BSG  
St. Thomas Episcopal  
Denver

Dr. Sandra Powell  
Soul Care Full Gospel Center  
Commerce City

Rev. Harriott Quin  
United Church of Christ, *retired*  
Lafayette

Rev. Dr. Vernon Rempel  
Beloved Community Mennonite Church  
Littleton

Rev. Dr. Anne Rice-Jones  
Shorter Community AME Church  
Rose of Sharon Tabernacle  
Denver

Rev. Ruth Rinehart  
JUUST Living  
Lakewood

Rev. Laura Rossbert  
United Methodist  
Denver

Rev. Anne Scalfaro  
Calvary Baptist Church  
Denver

Rev. Simon Shadowlight  
Mile Hi Church  
Lakewood

Rev. Jeannie Shero  
Columbine Unitarian Universalist Church  
Denver

Rev. Pedro Silva  
First Congregational UCC  
Boulder

Rabbi Marc Soloway  
Congregation Bonai Shalom  
Boulder

Rev. Val Stepien  
Eyes of Compassion Sangha  
Denver

The Rev. Dr. Laura Sugg  
Wheat Ridge Presbyterian Church  
Wheat Ridge

Anthony Suggs  
The Episcopal Church in Colorado  
Denver

Pastor Caitlin Trussell  
Augustana Lutheran Church  
Denver

Rev. Dr. Timothy Tyler  
Shorter Community AME Church  
Denver

Rev. Jeni Umble  
Living Light of Peace  
Arvada

Marie Venner  
Denver Catholic Network  
Lakewood

Rev. Wendy Williams  
Jefferson Unitarian Church  
Golden

Rev. Dr. Cheryl Williamson  
Greater Metro Denver Ministerial Alliance  
Denver