

B.O.L.D. 2026

Impact Report

GREATER ARVADA
Chamber of Commerce

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Chamber of Commerce

B.O.L.D. proved what business-led collaboration can build. Now it's time to scale it.

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A Letter from the CEO

Dear B.O.L.D. Investors,

Five years ago, businesses told us what was standing in the way of them growing and thriving in the region: too few qualified workers, housing their employees couldn't afford, childcare that kept people out of the workforce altogether, and a policy environment where their voice too often went unheard. B.O.L.D. 2026 (Big Opportunities for Leaders to Deliver) was our answer, built on the belief that these challenges would only be addressed if businesses had a real seat at the table, and a Chamber willing to build the infrastructure to support them. Today, I can tell you the approach worked. We built urgency, formed coalitions of business, HR, and civic leaders willing to test something new, and anchored what worked into systems, cohorts, tools, and partnerships. Everything we built followed the same discipline: test an idea small, prove it with real evidence, scale it sustainably, and let it either conclude or evolve into something new, which gave us the structure to build lasting systems rather than just run programs. Still, none of the problems we have been working on are solved outright. They live in complex ecosystems shaped by forces well beyond any one organization. B.O.L.D. built the infrastructure for businesses to be part of the solution.

We believe B.O.L.D. is proof of something bigger than its own scorecard: it's proof that a local chamber is an effective, and arguably necessary, piece of the infrastructure a community needs if its businesses and workforce are going to thrive. Chambers hold the kind of day-to-day relationships with businesses that make it natural to surface their real concerns, mobilize them around efforts that support them, and design resources businesses will actually use.

B.O.L.D. gave us five years of testing, real data on where our efforts made the most impact, and the discipline to work collaboratively. Jefferson County is now positioned to build on that foundation at a regional scale, so more businesses across the county have access to a system of support that makes Jefferson County the best place to do business. None of this happened because of the Chamber alone. It happened because businesses showed up and told us what they needed, because public partners came to the table ready to solve alongside us, and because the businesses, foundations, and public investors behind B.O.L.D. believed in this work. That investment paid off, not just in the outcomes in this report, but in the model, the data, and the discipline now available to carry this work further, to more businesses across our region.

Thank you for your investment, your partnership, and your trust.



Kami Welch
President & CEO
Greater Arvada Chamber of Commerce

GREATER ARVADA
Chamber *of* Commerce

B.O.L.D. 2026 Investors

- All Secure
- Arvada Economic Development Association
- Arvada Rent-Alls
- Barber-Nichols
- City of Arvada
- CityUnite
- Climb Credit Union
- Colchin Automotive
- Colorado Gives Foundation
- Ed Rothschild
- EOS Worldwide
- eXp Realty Vanessa Kendrick
- Fairway Independent Mortgage Arvada Branch
- FirstBank
- Five Parks Investors, LLC
- Footers Catering | Social Capitol
- Front Range Excavating
- Graf Engineering
- Hestra Gloves
- I-Kota
- Intermountain Health Lutheran Hospital
- Jefferson Center
- Kokoro Restaurant
- Kratos Industries, LLC
- Lakeside Insurance
- Olde Town Flower Shoppe
- On Tap Credit Union
- Professional Construction Services, Inc.
- Professional Independent Insurance Agency of Colorado PIIAC
- RE/MAX Alliance-Mike and Nick Papantonakis
- Republic Services
- SMACNA Colorado
- Sonsio
- The Agency-Kathryn Tighe
- The Arvada Tavern
- Thrive Workplace
- Visible Network Labs
- Xcel Energy

Thank you to our 2026 B.O.L.D. Network Sponsors!
Cardel Homes, Hoot, Jovie, Payroll Vault-Arvada North Metro Denver, Republic Services

Executive Summary

This report covers B.O.L.D.'s work on five goals: Talent, Housing, Childcare, and two Business Environment goals, Advocacy and Entrepreneurship. Each chapter shows the challenge as it stood when B.O.L.D. began, what changed during the initiative, what the Chamber did in response, and the result. Because these results are shaped by many forces, the report treats each system indicator as something the Chamber worked to influence, not control.

Results at a Glance

These indicators are shaped by many partners. Each chapter describes the Chamber's contribution.

Talent

Job posting duration decreased for 8 of the 13 critical roles the Chamber focused on (2022 to 2026). Career Hubs, launched with Jeffco Public Schools, now operate in 75% of Jefferson County high schools, and state work-based learning funding supported 335 participants and 58 new hires at 47 businesses.

Housing

Total housing units in Arvada grew 5% (2,595 units) between 2022 and 2026, and 27% of the new units are affordable at 70% of Area Median Income or below. Of the 11 Chamber-supported housing efforts, 9 of the 10 that reached a decision (90%) received a favorable vote from City Council or Planning Commission; 1 is pending.

Childcare

Licensed childcare slots in Jefferson County grew 6% (1,735 slots), and job posting duration decreased for childcare workers, preschool teachers, and teaching assistants. When a federal freeze threatened $9 million, or 75%, of Jefferson County's annual Child Care Assistance Program funding, the Chamber coordinated a response from 12 local childcare providers and elevated it to federal elected officials.

Advocacy

The share of bills where the outcome matched the Chamber's position rose 31 percentage points (2023 to 2026). The Advocacy KAPS (Kick-Ass Problem Solvers) Council took positions on 121 bills, and 90% of elected officials engaged with business leaders through Chamber-led events and programs.

Entrepreneurship

Arvada's annual sales tax revenue rose 9.7% (2021 to 2025), and net new businesses grew 69%, from 167 to 283 (2023 to 2025). The Chamber's Business Resource Center served 250 unique businesses and 808 individuals with free-to-low-cost training and resources.

Recognition

B.O.L.D. and its programs earned five awards:

2025 Outstanding Chamber Program for the B.O.L.D. 2026 Initiative
Western Association of Chamber Executives

2025 Outstanding Chamber Program (Large Chamber): Advocacy Network
Western Association of Chamber Executives

2025 "Best Idea" for the Family-Friendly Workplace Certification Program
Colorado Chamber Alliance

2023 Government Affairs Award
Association of Colorado Chambers of Commerce

2023 Children's Champion Award
Triad Early Childhood Council

To see a full list of B.O.L.D. 2026 accomplishments, scan the QR code below.

https://bit.ly/4yDnBK1

What's Next

The Chamber, along with the Jeffco Economic Development Corporation (EDC) and other regional partners, is now working to scale this work across the region. After meeting with businesses, stakeholders, and economic development leaders across Jefferson County in summer 2026, an independent feasibility study based on 34 interviews found the regional initiative tested favorably and recommended proceeding to a campaign. The plan is expected to be finalized in November 2026, when a campaign to fund it will launch. The initiative would give the Greater Arvada Chamber, and other local chambers that choose to join, the regional infrastructure to continue helping businesses navigate their most complex challenges.

How the Chamber Worked

Five Roles Across Every Goal Area

Direct Support

309
businesses supported

808
program participants

Direct, hands-on support that removed real barriers for individual businesses through programming, connections, and information, so they could spend less energy solving problems alone and more energy growing.

Convener

14
tables convened

253
participants

Brought key partners together across business, education, government, and community sectors, because a thriving business environment isn't built by any one sector alone.

Resources

14
tools and resources developed

36,231
uses

Created business-focused, easily adoptable toolkits and workbooks so any organization, regardless of size or capacity, could act on B.O.L.D.'s work immediately.

Coordination

22
tables

601
participants

Chamber staff sat at existing tables led by other local, regional, and state organizations, strengthening momentum already underway rather than duplicating it.

Knowledge

244
awareness-building activities

1,230
people in the B.O.L.D. Network

Built community-wide awareness on workforce, housing, childcare, advocacy, and business issues, because informed businesses and leaders are what turn awareness into action.

GOAL

1



Grow Our Talent

to meet the needs of employers and job seekers

SYSTEMS INDICATOR WE AIM TO INFLUENCE

Decrease in job posting duration.

What happened during B.O.L.D.: Between 2022 and 2026, 8 of the 13 critical roles the Chamber focused on saw a decrease in how long jobs were posted.

This indicator is shaped by many partners. This chapter describes the Chamber's contribution.

RESULT OF B.O.L.D.'S WORK

The Chamber's work built entry points at every stage of the pipeline: 1) earlier career exposure for future talent, 2) resources for employers to offset the costs of engaging future talent, and 3) employers directly shaping what training gets built. Decreasing the time to hire with quality talent depends on students discovering these careers earlier, funding to support employers' costs of engaging future talent, and training designed around what employers actually need.

THE CHALLENGE

As of early 2022, there were only 58 unemployed workers for every 100 job openings nationally, and 78% of hiring managers reported a persistent skills gap. Locally, Arvada had 3,126 open jobs listed on Indeed against a 3.7% unemployment rate. Record turnover, declining workforce participation among women (from 83% to 67%), and uneven skills alignment left businesses without a reliable pipeline for critical roles.

WHAT CHANGED DURING B.O.L.D.

The labor market swung from historic scarcity in 2021–2022 (record quits and job openings far outpacing available workers) to a cooler, more balanced market by 2024–2026, after the Federal Reserve raised interest rates 11 times. That shift didn't erase the talent gap; it changed what closing it required, from simply finding enough workers to upskilling and aligning the workers already here with the critical roles going unfilled.

HOW B.O.L.D. INFLUENCED OUTCOMES

Elevated Business Voice to Make Systems Better

- 95 businesses joined industry-led tables with 17 government and public partners, in partnership with Workforce Colorado (Jefferson, Clear Creek, and Gilpin Counties). Together, they created resources for their industry, engaged in Talent Pipeline Management efforts, expanded employer access to broader talent pools through education and workforce partnerships, and raised awareness around the business case for engaging with future talent.
- The Chamber was a catalytic leader in partnering with Jeffco Public Schools to launch Career Hubs, now in 75% of Jefferson County high schools, connecting students directly to career pathways and local employers.
- Jeffco Public Schools high school students visited Career Coach, a platform funded by the Chamber, 4,160 times to explore career and education pathways in high-demand local industries.



> *"Partnering with the Greater Arvada Chamber showed us what's possible when a chamber shows up as a true connector. They brought employers to the table to name the critical roles going unfilled and the skills those roles need. That information directly shaped the program we built. This kind of collaboration is key to strengthening our education-to-workforce pipeline."*
>
> **Matthew Sweeney**, Dean of Workforce, Red Rocks Community College

Directly Supported Businesses

- 24 businesses across advanced manufacturing, aerospace manufacturing, insurance, and childcare participated in Talent Pipeline Management (TPM), a framework for aligning supply and demand across critical roles by building strong talent pipelines. This work led to a Machinist Bootcamp at Red Rocks Community College and gave the Chamber an opportunity to pilot the Career Fit platform, which tracks whether critical roles are being filled with skilled talent.
- **Center of Excellence:** The Chamber was among the first organizations in Colorado trained to facilitate TPM, then advocated for expanding that training statewide with Colorado Succeeds. To date, Colorado Succeeds and the U.S. Chamber of Commerce have trained 2 cohorts totaling more than 65 leaders statewide in TPM.
- 47 businesses received an average of $8,500 each through the state-funded Work-Based Learning Incentive Program, funding that supported 335 participants and resulted in 58 new hires.
- 220 employers received grants, one-on-one support, and toolkits to build their workforce pipeline; 34 HR leaders joined a peer cohort focused on attraction and retention.
- The Work-Based Learning Toolkit for Employers (1,025 page views and downloads) and the Employer Guide to Work-Based Learning Talent Providers, released in 2026, gave employers ready-made, comprehensive resources to start engaging future talent and leveraging partner resources, rather than gathering that information on their own.
- 561 people are on the Talent Network, receiving information on how to engage with future talent, help fill critical roles, and take on industry-wide challenges.

> *"What the Chamber does really well is respond tangibly to the challenges they're hearing from businesses. As we've navigated a period of rapid growth, they've connected us to organizations that help broaden our talent pool, giving us a new source of candidates and a faster path to filling hard-to-fill roles as we keep growing."*
>
> **Renee Koval**, Learning and Technology Development Leader, Kratos



GOAL

2

Ensure Access to Income-Aligned Housing

so that workers can attain housing within reasonable proximity to their jobs

SYSTEMS INDICATOR WE AIM TO INFLUENCE

Increase in housing supply, especially for households earning 60–120% of the Area Median Income.

What happened during B.O.L.D.: Between 2022 and 2026, total housing units in Arvada increased by 5%, adding 2,595 units. Of those new units, 706 (27%) are affordable for households earning 70% or less of the Area Median Income.

This indicator is shaped by many partners. This chapter describes the Chamber's contribution.

RESULT OF B.O.L.D.'S WORK

The Chamber's work built two things businesses didn't have before: an easy, low-lift way to advocate for housing and make the business case heard by decision-makers, rather than every business needing to build that case alone; and ready-made resources businesses and their employees could use immediately, rather than each business having to research and compile housing information for their own workforce from scratch.

THE CHALLENGE

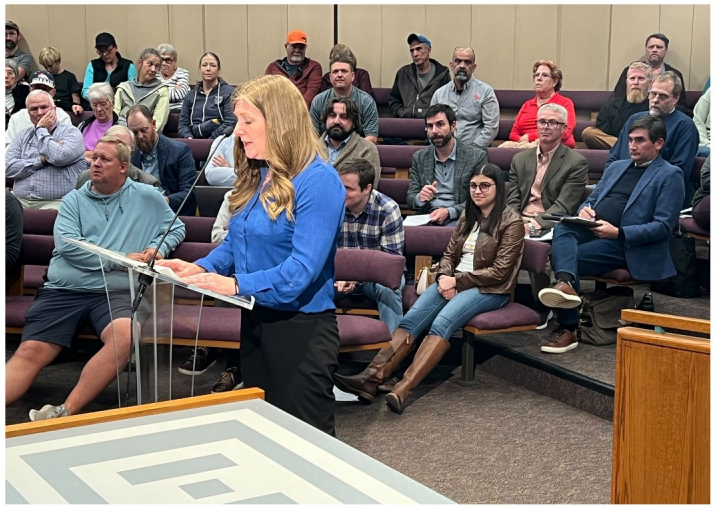
Arvada's median home price was $612,500, requiring $130,000+ in income to qualify, pricing out essential workers like firefighters, police, teachers, and nurses at their average salaries.

WHAT CHANGED DURING B.O.L.D.

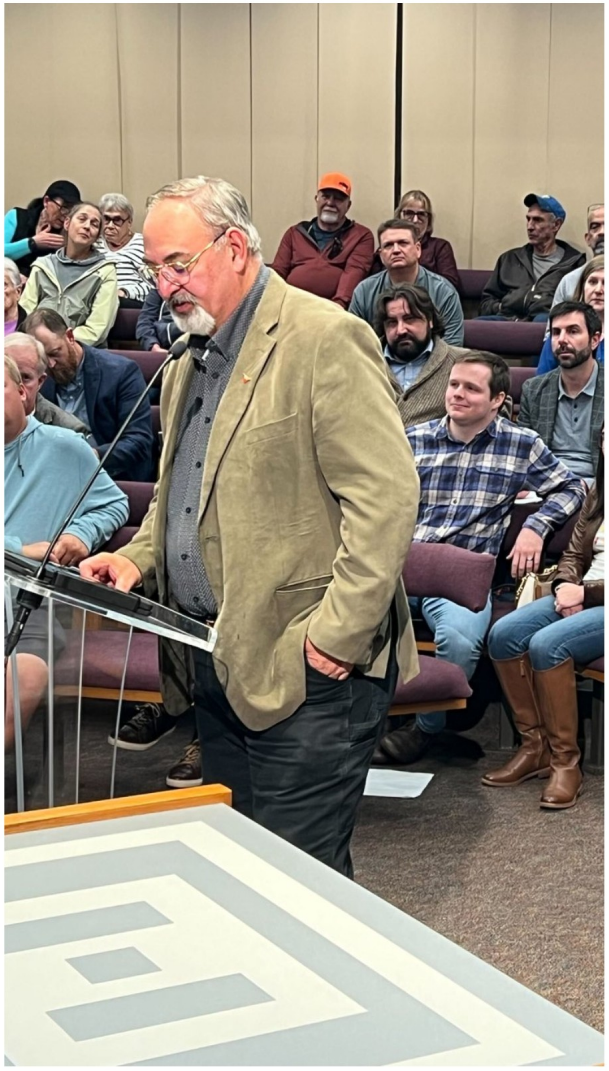
Mortgage rates more than doubled in under two years, from just over 3% in early 2022 to a peak of 7.79% in October 2023, while construction costs kept climbing, with roughly 82.5% of construction materials up an average of 19% since 2020. Workforce housing didn't just stay unaffordable; it got harder to build. At the same time, testifying publicly in support of housing got riskier for businesses, as organized opposition grew more sophisticated and, in some cases, more personal, changing the calculation for whether standing at a podium was worth the risk.







> *The Chamber has built real infrastructure that gives business leaders a meaningful way to engage without asking too much of their time. You don't see that in most cities. The Chamber's review to decide whether to take a position on our development was thorough and efficient, and engaging with the Chamber wasn't burdensome for us as the developer."*
>
> **Timothy McEntee**, Managing Principal, Hibernia Housing



HOW B.O.L.D. INFLUENCED OUTCOMES

Elevated Business Voice to Make Systems Better

- The Chamber and local businesses provided letters of support or testimony on 11 housing efforts, including 9 developments. Of the 10 that reached a decision, 9 (90%) received a favorable vote from City Council or Planning Commission; 1 is pending.
- 100% of the housing developments the Chamber supported are aligned with the average salaries of workers in high-demand careers, public safety, health care, and education.
- Trained 18 Housing Advocates, equipping them with the tools to make it simple and low-effort to speak up about how housing affects their business.
- 10 businesses participated in conversations with City planners shaping future development across 7 transit areas in Arvada, giving businesses a voice in how these areas grow before plans are finalized, rather than reacting to decisions already made.
- The Housing KAPS Council identified opportunities to help more of Arvada's workforce live in Arvada, including housing developments for the Chamber to evaluate and resources to increase affordability.

Directly Supported Businesses

- The Employer Housing Toolkit (275 page views) and the Colorado Housing Resource for Employers, released in 2026, gave businesses and their employees information on housing as an attraction and retention strategy and on financial assistance for buying, renting, or staying in a home.
- 40 participants were equipped with firsthand knowledge of middle-income housing through Chamber-organized tours, countering common misconceptions about what this housing looks like and who lives there.
- 203 people are on the Housing Network, receiving resources for employees to access housing, information to incentivize businesses to provide housing benefits, and information on advocating for more housing.

> *I've weighed in on housing developments up for a vote now, and I've been part of early conversations shaping how the area around my business could develop in the coming decades. I was in those conversations because the Chamber made sure businesses were informed and there was a pathway to engage."*
>
> **Liz Kistler**, CEO, Equalized Productions

GOAL

3



Increase Childcare Capacity

to enable caregivers to join/rejoin the workforce and give children the quality early learning experience they need to thrive

SYSTEMS INDICATOR WE AIM TO INFLUENCE

Increase in the number of childcare slots in Jefferson County.

What happened during B.O.L.D.: Licensed childcare slots increased by 6% (1,735 slots) between 2022 and August 2026.

Decrease in job posting duration for key childcare roles.

What happened during B.O.L.D.: Job posting duration decreased for all three roles: childcare workers, preschool teachers, and teaching assistants.

These indicators are shaped by many partners. This chapter describes the Chamber's contribution.

RESULT OF B.O.L.D.'S WORK

To address unfilled teaching positions, the Chamber supported childcare providers with retention-focused solutions: affordable health care, substitute staffing, and Talent Pipeline Management (TPM). To grow the number of spots available, the Chamber partnered with Executives Partnering to Invest in Children (EPIC) on a childcare pilot to bring one solution to feasibility.

THE CHALLENGE

Jefferson County was incurring nearly $200M in annual economic loss from childcare gaps, with only 67% of needed spots available.

WHAT CHANGED DURING B.O.L.D.

In January 2026, Colorado was one of five states targeted in a federal freeze on Child Care and Development Fund money. Had it gone through, Jefferson County would have lost $9 million, or 75% of its annual Child Care Assistance Program (CCAP) funding, cutting off support for the working families who rely on it. That wasn't a hypothetical risk; it happened to Colorado during B.O.L.D.'s window, and it's part of why the Chamber's advocacy pushed beyond regional work toward federal-level engagement.

> *"After eighteen months of permitting delays that put the opening of my childcare center at real risk, the Chamber partnered with me to elevate the situation with city partners. That advocacy is a big reason our doors are open today. We're providing working parents with a safe place for their children to receive quality care in a city that doesn't have nearly enough childcare slots to meet the need."*
>
> **RB Fast**, Founder and Director, Westwood Academy

HOW B.O.L.D. INFLUENCED OUTCOMES

Elevated Business Voice to Make Systems Better

- Coordinated a response from 12 local childcare providers about the impacts of freezes and potential cuts to the federal CCAP, elevating it to federal elected officials and creating ongoing advocacy opportunities for providers.
- Captured information from 32 area childcare providers about the barriers keeping them from opening, sustaining, or expanding. This feedback shaped programming and advocacy efforts with childcare providers, including support navigating complicated permitting systems.
- Gathered real-world data from 8 businesses on how they've implemented childcare benefits to attract and retain parent talent, informing an ROI tool, now in development, that will help any business weigh whether providing childcare benefits makes financial sense.
- The Childcare KAPS Council guided the Chamber's strategy for engaging businesses and supporting the business of childcare, from informing the Employer Childcare Toolkit to co-designing programming for providers.

Directly Supported Businesses

- 30 people attended a Childcare Summit, and the Employer Childcare Toolkit received 235 page views, building awareness of childcare needs in the workforce and collaboration to address them.



- 19 businesses and community members launched the childcare pilot, an effort the Chamber is pursuing with Executives Partnering to Invest in Children (EPIC) to bring one childcare solution to feasibility that would increase childcare spots in Arvada.
- 20 businesses received coaching and/or peer support on family-friendly practices, with participants reporting the outside perspective helped confirm they're already leading the state in this space and gave them concrete, credible feedback to strengthen practices they couldn't easily evaluate on their own.
- Facilitated a Talent Pipeline Management (TPM) process with 5 childcare providers, producing a detailed regional analysis of childcare staffing capacity and retention issues. The process reframed childcare staffing from a problem only legislators could fix into one businesses could act on locally now, building trust and real collaboration among providers who had previously competed for the same limited pool of workers. The Chamber paired that with events on affordable health care and substitute staffing, retention strategies that keep classrooms staffed and families served without interruption.
- 172 people are on the Childcare Network, receiving information on how to offer childcare benefits to staff, receive incentives such as tax credits, and share open childcare slots in Arvada with employees, along with programming and advocacy opportunities for childcare providers.

> *"Hope House was excited to participate in the Family Friendly Workplace Program through the Greater Arvada Chamber. We now have proof that we are a leader in having family-friendly practices in place for our employees and have tangible ideas to increase retention, which is critical for the success of our programming for teen moms."*
>
> **Lisa Steven**, Founder & CEO, Hope House

GOAL

4



Business Environment: Advocacy

Ensure elected leaders effectively represent business interests in legislative and policy matters at the local, regional, state, and national levels.

SYSTEMS INDICATOR WE AIM TO INFLUENCE

An increase in business-friendly legislation.

What happened during B.O.L.D.: Between 2023 and 2026, the share of bills where the outcome matched the Chamber's position rose 31 percentage points.

This indicator is shaped by many partners. This chapter describes the Chamber's contribution.

RESULT OF B.O.L.D.'S WORK

The Chamber built the infrastructure to keep the business voice consistent even as elected officials changed. It also provided a repeatable bill-review process, direct lines to elected officials through briefings and forums, and low-lift ways for businesses to weigh in without needing policy expertise of their own. That infrastructure contributed to the rise in bills where the outcome matched the Chamber's position over the last few years.

THE CHALLENGE

In 2021, the Greater Arvada Chamber opposed 61% (11 of 18) of business regulation bills due to their inevitable negative impact on business. Colorado ranked #29 "Business Friendly" and #38 "Cost of Doing Business" by CNBC that same year.

WHAT CHANGED DURING B.O.L.D.

Colorado became the sixth most regulated state in the country, with 205,000+ state regulatory restrictions. According to the Colorado Chamber of Commerce's 2025 business survey, 85% of small business owners identified labor and employment rules as their top concern. 21 Colorado legislators (6 senators and 15 representatives) are not returning next term, and 21 Senate seats are on the ballot in 2026. That meant durable influence couldn't rely on relationships with any one official; it required infrastructure built to outlast any single term.





> *"Legislative bills can mean new compliance, new costs, and decisions like whether I can hire. The Chamber's advocacy work gets businesses a seat at the table beforehand so our perspective is considered during the bill-making process."*
>
> **Larry Barker**, Chief Operating Officer, Sonsio



HOW B.O.L.D. INFLUENCED OUTCOMES

Elevated Business Voice to Make Systems Better

- The Advocacy KAPS Council took positions on 121 bills between 2022 and 2026, and provided annual Business Briefing Reports to elected officials for the past four years.
- 100% of elected officials were invited to engage with business leaders through 35 Chamber-led events and programs; 90% engaged. Over 40 elected officials also attended a Chamber-led bootcamp fostering mutual understanding between those who serve the region and the businesses that drive its economy.
- 12 business and community members participated in a Local Issues Team elevating local policies affecting businesses, informed in part by 463 business responses to Business Pulse Surveys.

Directly Supported Businesses

- 3,446 people participated in 33 forums covering candidates, community issues, policy changes, and elected official information sessions.
- The annual Voter Guide saw 15,871 cumulative page views across 3 editions (2023, 2024, 2025), alongside Quarterly Network Briefings, Advocacy After Hours, and an Employment Law Webinar.
- 329 people are on the Advocacy Network, receiving information about election and candidate forums, legislative previews, and voter guides for businesses.

121
bills the Advocacy KAPS Council took positions on, 2022–2026

3,446
people participated in 33 forums

15,871
cumulative Voter Guide page views across 3 editions

> *"The best way to understand what local businesses need is to hear directly from the people running them. The Chamber ensures our small businesses have a voice by bringing us together through their Community Impact Forums, their annual visit to D.C., and through their regular updates. That collaboration is essential in bringing policies that help our businesses thrive back home."*
>
> **U.S. Congresswoman Brittany Pettersen** (CO-07)

GOAL

5



Business Environment: Entrepreneurship

Increase our ability to provide direct one-on-one support and broader collective resources to all businesses.

SYSTEMS INDICATOR WE AIM TO INFLUENCE

An increase in sales tax revenue and net new businesses.

What happened during B.O.L.D.: Between 2021 and 2025, Arvada's annual sales tax revenue increased 9.7%. Arvada's net new businesses grew 69%, from 167 businesses in 2023 to 283 businesses in 2025.

This indicator is shaped by many partners. This chapter describes the Chamber's contribution.

RESULT OF B.O.L.D.'S WORK

The Chamber's work gave entrepreneurs and small businesses across the region what they didn't have before: a physical home built for their needs, free access to market data, and programming that met them at every stage of their business, from first sale to scaling leadership. All of this is designed to help them start a business, stay in business, and grow their revenue base.

THE CHALLENGE

Starting or running a business has gotten harder, and the rising weight of regulation and costs (see Goal 4) fell hardest on entrepreneurs and small businesses with the fewest resources to absorb it. Entrepreneurs and sole proprietors made up 25.6% of Colorado's total employment when B.O.L.D. launched, a significant share of the economy that needed dedicated, direct support to grow.

Arvada also lacked meeting space for businesses, nonprofits, and community groups to connect, learn, and grow, a gap the pandemic made worse as many previously open buildings closed to the public.

WHAT CHANGED DURING B.O.L.D.

Midway through B.O.L.D., the emergence of generative AI tools reshaped what small businesses needed help with, not just how to find customers or manage cash flow, but how to use AI without a dedicated IT team to figure it out for them.



In a survey of 5 businesses that have used the BRC over time and in a variety of ways, respondents reported that they either weren't aware of an accessible alternative to the support they received or that alternatives were not as accessible. All businesses said they would recommend the BRC to another business. Respondents reported the BRC helped their team access new upskilling or leadership opportunities, improve operations or culture, increase sales or revenue, or expand their location, services, or hours. Businesses said the BRC helped them bridge the knowledge gap and save time making decisions so they could scale.

HOW B.O.L.D. INFLUENCED OUTCOMES

Elevated Business Voice to Make Systems Better

- The Entrepreneurship KAPS Council gave small businesses a direct platform to inform and advise the Chamber on how to best support them.
- Day-to-day small business experiences surfaced through programming, surveys, and conversations helped ensure small businesses had a voice in the Chamber's advocacy efforts.

Directly Supported Businesses

Businesses didn't just use the Business Resource Center (BRC) once. They returned across multiple formats: one-on-one coaching, bootcamps, and expert-led sessions, choosing to keep coming back as their needs evolved.

- 2,686 users accessed SizeUp, a free online tool that gave businesses real-time market research and competitor benchmarking they'd otherwise have had to pay for.

STRATEGIC PARTNERSHIP

Partnered with the Arvada Economic Development Association (AEDA) to fund SizeUp, avoiding duplicate infrastructure, pooling resources, and reaching a larger audience than either organization could alone.

- 250 unique businesses and 808 individuals accessed free-to-low-cost training and resources through the BRC, including expert guidance and mentorship, help navigating local policy changes, tailored introductions to strategic partners, support accessing grants and incentives, and use of meeting space and a media studio.
- Built out a Hub for businesses with training, conference, and meeting rooms, plus a media studio for podcasts and recording, each fully equipped with the technology and amenities businesses need to run a successful meeting or session.

> *"The Business Resource Center is the reason I'm a Chamber member. Having belonged to another chamber, I know the depth and quality of Business Resource Center programming is not the norm. The practical resources, education, and support I receive through the BRC are where I find the greatest value."*
>
> **Heather Pridemore**, Owner, artSPARK

- 120 people received customized one-on-one coaching or mentoring tailored to their specific challenges.
- Businesses were served at every stage of need: 27 in Sales Bootcamp, 46 in Elevate Bootcamp (leadership), and 228 in the Deep Dive/Evening with an Expert series (topic-based).
- 245 people participated in study halls focused on AI and social media marketing, and the AI for Business toolkit received 92 views since its 2026 launch, helping business owners use these tools to work for them.
- 337 people are on the Entrepreneurship Network, receiving information on Chamber programming, supports, and information tailored for small businesses and entrepreneurs.

> *"Sometimes it's a resource question. Sometimes it's an in-person training or a virtual webinar. Sometimes it's an introduction to another business owner, or just being in the same room as people trying hard things. Whatever form it takes, the Business Resource Center and the resources it provides help us learn and become better business leaders."*
>
> **Mim Ward**, Co-Owner, Beams to Basements



Greater Arvada Chamber of Commerce Board of Directors

As of October 2026

BOARD MEMBERS

- Amie Costanzo, Freedom Street Social
- Andrew Heesacker, Arvada Rent-Alls
- Barb Stevens, EOS Worldwide
- Benjamin Taylor, Lincoln Avenue Capital
- Dave Runyon, CityUnite
- Jason Garcia, Mile High Tax & Accounting
- Jennifer Kroetch, Red Rocks Community College (RRCC)
- Kathryn Tighe, The Agency
- Larry Barker, Sonsio
- Lenka Juchelkova, The Arvada Tavern
- Lindsay Reinert, Board Chair, Intermountain Health Lutheran Hospital
- Masaru Torito, Kokoro Restaurant
- Michael Gampp, On Tap Credit Union
- Michael Juergens, Rise Benefit Solutions
- Mollie Gilligan, Payroll Vault
- Nathan Cooper, Sheet Metal and Air Conditioning Contractors' National Association (SMACNA) Colorado Chapter
- Paolo Diaz, Family Tree
- Paul Danborn, Danborn, Thiessen and Dunham P.C.
- Peter Coffin, Jovie of Arvada-Broomfield
- Scott Phillips, CommonSpirit Health/St. Anthony's Hospital
- Tom Huseas, Kratos Industries, LLC
- William Martin, Bill Martin & Associates LLC

B.O.L.D. 2026 KAPS Councils

As of October 2026

ADVOCACY KAPS COUNCIL

- Aimee Skul, *Aimee Skul Insurance Agency*
- Brian DeLaet, *EduCyber*
- Chad Wilcox, *Credit Union of Colorado*
- Christine Jensen, *Fairway Home Mortgage*
- Dan Cupit, *Professional Construction Services*
- Henry Kyle III, *The Kyle Group*
- Jennifer Churchfield, *Front Range PharmaLogic*
- Karen Bigelow
- Katie Winner, *For The Win Communications, Ltd.*
- Larry Barker, *Sonsio*
- Lindsay Reinert, *Intermountain Health Lutheran Hospital*
- Mike Litzau, *Arvada Wheatridge Service Ambassadors For Youth (AWRSAY)*
- Mim Ward, *Beams to Basements Contractors, LLC*
- Paul Danborn, *Danborn, Thiessen and Dunham P.C.*
- RB Fast, *Westwood Academy*
- Scott Phillips, *CommonSpirit Health/St. Anthony's Hospital*
- Steve Gilmore, *Republic Services*
- Suzie Post
- Tracy Kraft-Tharp
- Tyler Bryant, *Xcel Energy*

HOUSING KAPS COUNCIL

- Devin Castor, *I-Kota, LLC*
- Jake Victor, *North Pointe Development Corporation*
- Jessica Garner, *City of Arvada*
- Kelly Pickering, *Elevate Land Trust*
- Liz Kistler, *Equalized Productions*
- Patrick Noonan, *Brothers Redevelopment, Inc.*

CHILDCARE KAPS COUNCIL

- Alethea Gomez, *Colorado EPIC (Executives Partnering to Invest in Children)*
- Carrie Kennedy, *Jefferson County Child Care Association*
- Jennifer Anton, *Gateway Partnership for Early Childhood*
- Jennifer Kroetch, *Red Rocks Community College (RRCC)*
- Melinda Roy, *Apex Park & Recreation District*
- Pat Bolton, *Childcare Innovations*
- Peter Coffin, *Jovie of Arvada-Broomfield*

ENTREPRENEURSHIP KAPS COUNCIL

- Amie Costanzo, *Freedom Street Social*
- Barb Stevens, *EOS Worldwide*
- Chris Hill, *Odyssey Beerwerks*
- Chris Vanderbilt, *Fulgar Forge*
- Clinton Webb, *Agave Studio LLC*
- Heather Pridemore, *artSPARK*
- Jared Faris, *Faris Consulting*
- Mollie Gilligan, *Payroll Vault*
- Sarah Miley, *Arvada Economic Development Association*
- Tetiana Kolcheva, *Summit Cleaning*

INCLUSION & BELONGING KAPS COUNCIL

- Brianne Sheridan, *SFinvest Real Estate*
- Charlie Mauro, *Scouting America - Greater Colorado Council*
- Ed Moehlenkamp, *Energy InterPLAY*
- Elisa Thurston, *ACLU-Colorado*
- Ivy Schomburg, *Schomburg Insurance*
- Katie Patterson, *City of Arvada*
- Marcela Rubiano, *Aussie Pet Mobile*
- Masaru Torito, *Kokoro Restaurant*
- Maya Hahn, *Talnua Distillery*
- Monica Bowser, *Apex Park & Recreation District*
- Shakira Johnson, *PBS Wealth Management Consultants*
- Teresa YoKell
- Vanessa Kendrick, *eXp Realty*

GREATER ARVADA
Chamber of Commerce

B.O.L.D.
2026

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