



2025 ANNUAL REPORT



Thank You NCP 2.0 Investors



Your investments and support of the Northern Colorado Prospers 2.0 initiative make this important work possible and has helped lay the foundation for securing a prosperous economic future for our region.

The Fort Collins Area Chamber is the trusted business champion, catalyst and convener in Northern Colorado, creating shared economic prosperity. We do this work with Courage, Advocacy and Leadership.

Our Northern Colorado Prospers 2.0 work centers around four catalytic initiatives that yield regional economic growth:

- **Driving Economic Success**
- **Attracting, Retaining and Aligning Talent**
- **Inspiring Regional Transportation Solutions**
- **Advancing a Business Friendly Environment**

We are creating a consistent, effective voice for business and industry in Economic Development for the area. This collaborative effort has allowed us to bring a strong business voice to our economic vitality-focused work across the county.

Your Chamber has been utilizing state and local grant dollars to move the dial in the creation of talent for business. Two successful concepts are our Sector Partnership management and Work Based Learning resources. Our white glove, industry-based work has helped businesses grow in Northern Colorado.

We continue to be the Champion and Advocate for a high-quality, well-connected transportation system that serves the entire region. We led efforts, alongside elected and appointed leaders across the region, to create new funding streams that allow for the enhancement of our regional transportation system.

Finally, as the lead voice of business, we continued to expand our impact for greater influence and business success. We are working every day to celebrate business, inspiring the community that we all want while protecting the opportunity for economic success.

The Fort Collins Area Chamber is honored to be your voice and advocate. We are committed to successful execution of NCP 2.0 for us all.

Sincerely,

A handwritten signature in black ink, appearing to read 'Ann Hutchison', written in a cursive style.

Ann Hutchison
President & CEO, Fort Collins Area Chamber of Commerce

GOAL 1: Reignite and Sustain the Regional Economy

GOAL STATEMENT:

In collaboration with regional partners, the Chamber will lead the development and implementation of a plan that addresses the short, medium, and long-term economic challenges facing area businesses, institutions, local governments, and the total community.

2025 SUCCESSES:

The Fort Collins Area Chamber of Commerce is creating a consistent, effective voice for business and industry. We are a key convener that connects the dots across the economic development ecosystem. This collaborative effort has allowed us to **support the successful expansion of more than a dozen businesses in Northern Colorado.**

We remain a key partner in the **Regional Business Retention and Expansion work.** Alongside government economic developers across the region, we are gathering data and feedback from businesses to understand pain points and to **accelerate opportunities for businesses to grow, create good jobs, great amenities and economic opportunity.**

In addition to a focus on Business Retention and Expansion, **attraction and regional story-telling** is an important tool for the economic success of Northern Colorado. The Chamber has been active supporter of a regional effort to **create a brand for the two-county area** that will allow us to authentically attract economic opportunities and businesses to the region.

The Chamber, in collaboration with our partners at the City of Fort Collins Economic Health Office and the Larimer County Economic and Workforce Development office, **hosted six Fort Collins Area Economic Roundtables.** Thanks to the investments of our NCP 2.0 partners, we co-created a regular opportunity for our government-embedded economic developers to share insights with our business community and to gather private industry opportunities as we align our proactive economic development efforts – including retention and attraction. **More than 50 businesses have been represented in these conversations.**

Finally, the Fort Collins Area Chamber of Commerce commissioned in partnership with Larimer County Economic & Workforce Development and the City of Fort Collins Economic Health Office, a **Northern Colorado Labor Market Profile.** This in-depth quantitative study provides **critical insights to inform and strengthen the region's ongoing talent strategy.** The Northern Colorado Labor Market Profile highlights key findings that will help communities, employers, and workforce partners **develop talent pipelines, expand career pathways, and meet the long-term workforce needs of local industries.**



GOAL 2: Attract, Retain, and Align Talent

GOAL STATEMENT:

The Chamber will implement a variety of strategies to support employers in attracting and retaining the talent they need; our purpose is to ensure a competitive advantage for area employers through quality workers and for workers through quality jobs.

We support the Next-Gen Sector Partnership model by bringing business leaders together to tackle common issues that impact the competitiveness of their industry.



2025 SUCCESSES:

The Fort Collins Area Chamber hosted its second annual Sector Academy in conjunction with the Talent Summit. Leaders from the healthcare, manufacturing, hospitality, financial, nonprofit and construction sectors facilitated discussions to explore, co-create, and commit to actionable workforce development strategies.

The Chamber, with the Colorado Department of Labor and Employment (CDLE) Regional Sector Staffing Expansion Grant provides convening and fiscal agency for the following sector partnerships.



HOSPITALITY

The Chamber hosted networking and B2B events across its partnerships and subcommittees including Retail, Food & Beverage, and Hotels. 90 students from the Hospitality Career Advancement online program funded by CDLE's Strong Sectors, Good Jobs grant were celebrated.



NONPROFIT

The Chamber hosted convenings to strengthen collaboration among Northern Colorado nonprofits. With 330 members, the partnership improved coordination and alignment, with speakers from NoCo Foundation, United Way of Larimer County, Vision Catalyst, and more.



FINANCIAL

The Chamber launched a dedicated website, monthly newsletter, and targeted networking meetings. Financial Education and Workforce Development, were formed to align workforce readiness with industry needs, enhance training, improve financial literacy, and create clear career pathways.

GOAL 2: Attract, Retain, and Align Talent

HEALTHCARE



The Chamber helped secure and complete the CDLE Strong Sectors, Good Jobs grant. The funding supported career exploration events and videos introducing K-12 students to healthcare industry opportunities.

CONSTRUCTION



The Chamber helped support Construction Con, a hands-on event with 750 students and 220 industry booths. The partnership also promoted workplace neurodiversity, legacy transitions, and construction training initiatives.

MANUFACTURING



The Partnership hosted NOCOM Knowledge Roundtables, Regional Advisory Meetings, Insight Tours, and networking sessions. The Rocky Mountain Advanced Manufacturing EXPO, the region's largest, united industry, students, educators, and public partners.

K12 WORK-BASED LEARNING BUSINESS MANAGER

We partner closely with Colorado Early Colleges Fort Collins, Poudre School District, and Thompson School District to connect local businesses with the future workforce through innovative work-based learning experiences for high school students. We help employers tap into a pool of motivated, work-ready students by guiding them through the Xello platform, where they can post paid part-time jobs, internships, job shadows, and other work-based learning opportunities.

We actively engage in community networking and one-on-one meetings with local businesses to share information about high school career pathway courses, concurrent enrollment opportunities, and other intentional work-based learning practices.

BUSINESSES INTRODUCED TO K12 WORK-BASED LEARNING: **800+**

The (WBL) business manager actively engages in community networking, as well as one-on-one meetings with local businesses, to share information about high school career pathway courses, concurrent enrollment opportunities, and other intentional WBL practices. By gaining a clearer understanding of high school WBL goals and strategies, businesses are better positioned to form meaningful partnerships within the broader WBL ecosystem. The manager also relays back to the education partners the opportunities and needs of businesses to ensure positive and fruitful connections are made for students.

GOAL 2: Attract, Retain, and Align Talent

The following data reflects the impact of our K–12 Work-Based Learning Business Liaison within the regional WBL ecosystem from June 2022–October 2025.

ADDED WBL OPPORTUNITIES: 500+



- 14% Internships
- 20% Paid Employment
- 5% Mentorships
- 9% Workplace Tours
- 5% Volunteer Opportunities
- 9% Job Shadows
- 9% Informational Interviews
- 10% Guest Speaking Opportunities
- 19% Project-Based Learning, Mock Interviews, Competition Judges, etc.

STUDENT OPPORTUNITY REQUESTS: 4100+

Student opportunity requests are the number of times students showed intentional interest in the posted 590+ opportunities.

WOODWARD CHARITABLE TRUST FUND PROGRAM

The Fort Collins Area Chamber of Commerce, in partnership with the **Woodward Charitable Trust**, created the **Woodward Work-Based Learning Incentive Program**. The Woodward Charitable Trust provided **\$50,000** to provide local small businesses with the opportunity to receive **\$2,500** in incentive funds. The small businesses who participated developed new, robust work-based learning internships demonstrating forward thinking toward sustainability and growth of their businesses. While simultaneously providing high school students with career exploration opportunities.

BUSINESS PARTICIPATION: 20 (MAXIMUM AMOUNT)

100% of participants are local small businesses, <25 employees



x2
Healthcare



x4
Nonprofits



x5
Manufacturers



x5
Hospitality/Recreation



x1
Construction



x2
Information Technology/AI



x1
Engineering

GOAL 2: Attract, Retain, and Align Talent

WOODWARD PARTICIPANT STORIES OF IMPACT:



"The Woodward WBL Incentive Funds were a wonderful bonus and motivator to submit our application and WBL proposal. I am eager to launch this initiative in our company! We plan to utilize the WBL program as an ongoing community outreach and expand to additional school districts to encompass our entire franchise area for Amazing Athletes of Northern CO.

My husband and I have been talking about implementing a WBL program into Amazing Athletes of Northern CO for over a year. Stefanie was very quick to respond and suggest our participation in the Woodward WBL Incentive Program. She made it easy to complete the process and we are so excited to jump in, incorporate WBL students into our business, and expand to additional school districts!"

- Logan Hastings, Amazing Athletes of Northern Colorado Founder



"Edge Optics plans to continue partnering with the Fort Collins Area Chambers' WBL Business Liaison to post our opportunities to the Xello Platform to reach interested students in our community. ...These real-life moments of learning and connection help build enthusiasm, community awareness, and interest from future interns, local schools, and business partners."

- Edge Optics



"A friend and fellow entrepreneur told me about how she had gotten an intern through the WBL program, and told me I should look into it. So I did. That's when I found Stefanie Merrell. She has been a godsend in figuring this all out and holding my hand through the entire process. I don't know if I could have completed this without her help and guidance. Now I have a solid plan for taking on interns and making sure they gain a lot from the experience, as well as some funds to help cover the time that was diverted to setting this all up. I'm so excited and can't wait to get my 1st intern and see what we learn and accomplish together."

- Alex Reynolds, Charming Quail Jewelry Design Founder

GOAL 3: I-25 Widening & Feeder Road Improvements

GOAL STATEMENT:

The Chamber will continue to lead a comprehensive, multi-year lobbying and communications campaign to secure the additional \$500M necessary to widen North I-25 to three lanes each way between Berthoud and Longmont, and the \$555M needed to complete 43 regional feeder road projects.

2025 SUCCESSES:

The Fort Collins Area Chamber is a champion of a high-quality, well-connected transportation system that serves the entire region.

As we enter year five of Northern Colorado Prospers 2.0, we take another step toward the final completion of a **free-flowing, three-lane expanded I-25** that moves goods, services and people through the region. **Segments 6, 7 and 8 are fully expanded with Segment 5 fully funded and actively being constructed.** This success is directly tied to the ongoing, intentional lobbying of the Chamber, area businesses and our regional government partners.

The Chamber continues to redirect our focus to **regional connections**. Working with our partners at the **Loveland Chamber of Commerce** and **Larimer County**, the Fort Collins Area Chamber actively supported the referral of a **.15% sales and use tax to the November ballot with the goal of creating a reliable funding stream to address congestion and safety issues on regional roadways**. While we were unsuccessful in passing the issue at the ballot box, we were able to **educate voters and elected officials** in showcasing the incredible need for funding and regional solutions. We are **continuing to work with leaders to identify other means of creating resources** to address these transportation challenges.

In addition to regional roads, your Chamber continues to direct our energy and influence to the **Northern Colorado Regional Airport**. The airport has the opportunity to serve as a **dynamic economic driver for the region**, with the right vision, enhancements and political support. The Chamber has advocated for **investments in the airport** itself as well as the **governance structure that allows for growth and expansion**.



GOAL 4: Advance a Business-Friendly Environment

GOAL STATEMENT:

The Chamber will continue in its role as the lead “voice of business” articulating the perspective of business and ensuring public officials and residents understand the importance of a thriving business community to total quality of life and the impact of the environment on business location decisions.

2025 SUCCESSES:

We continue to be the **only organization tracking our local government partners** and making sure they are aware of the impact of policy on business every single week. We do this through a **presence at City Hall for every meeting**, a **presence at the County Court House for every meeting** and through our **Local Legislative Affairs Committee – 25 business community members** who meet every week to review policy, share feedback, and **advocate for business-focused solutions**.

We’ve taken on a number of issues in 2025 that we know are important to business including **housing**, the **cost of doing business**, and the ongoing **impact of over regulation**.

We continue to advocate for and lead efforts to **make the creation of housing easier across the region**. We have been a thought leader and influencer, working with the **NoCo Foundation** to activate community work teams taking on the issues of **Cost and Political Will**. We are a community leader with **One Voice for Housing in Fort Collins**, creating common vision with affordable housing organizations and government to show the benefits of **equitable housing opportunities and safe and stable homes**. We also continued to facilitate **NoCo Housing NOW!**, a coalition of cities, counties, chambers and housing associations, working collectively as the leading voice in Northern Colorado to address housing options and affordability.

Relationships and sharing the business story with policymakers is vital. Your Chamber is taking on the big lift to dive into the most pressing policy issues, activating our members to **reinforce the value of a pro-business policy**. We have created intentional opportunities for business leaders to interact with elected and appointed officials. We’ve opened the door for businesses to lead conversations around transportation, solid waste, infrastructure, land use codes, budgets, regulation, energy solutions and more. These connections have resulted in **more than 500 conversations hosted by Chamber staff and volunteers**.

We are also leading the efforts in Northern Colorado related to Sector Partnerships. These industry-based action teams are being supported by our staff. **We have six active Sector Partnerships in Northern Colorado: Hospitality, Nonprofit, Manufacturing, Health Care, Construction and Finance**.

The Fort Collins Area Chamber is leading the celebration of **Small Business** and the need to **Shop Local**. We are hosting our **10th annual Small Business Celebration** throughout November, **showcasing more than 100 small member businesses**. We are also restarting Shop Local as a key message, partnering with the City, the DDA and Visit Fort Collins to bring back a long-term campaign reminding citizens of the value of spending dollars locally.

Finally, we continue to support an environment for authentic, civil discourse and engagement on policies and issues that matter to you with **11 CIVIC Conversations**, our **State of Business event**, the **Regional Issues Summit** and the **NoCo Housing NOW Affordable Housing Summit**.

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Active Sector Partnerships

25

Local Legislative Affairs Committee members

10th

Annual Small Business Celebration

100+

Small Member Businesses Highlighted

500+

Conversations with Policymakers

THANK YOU! NCP 2.0 Investors

ADVISORS:



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ADVISORS:



BOOSTERS:

Adams Bank & Trust
Associates in Family Medicine |
Village Medical
Banner Health
BHA Design
Brinkman Construction
Brinkman Real Estate
Caliber Co.
Clark & Enersen
Coan, Payton & Payne, LLC
Colorado Iron & Metal

Cushman & Wakefield
Ditesco, LLC
Elder Construction, Inc.
Emergency Physicians of the Rockies
FiberLok Technologies, Inc.
First Western Trust Bank
Forvis
Galloway & Company, Inc.
Heritage Title Company
In-Situ, Inc.
Kilwins Fort Collins

Lamp Rynearson
Neenan Archistruction
Outpost Sunsport
Plante Moran
POWER 10 Capital Campaigns
Shirazi Benefits
Slate an elements studio
TB Group
Technical Framework
The Women's Clinic of Northern
Colorado

Total Facility Care
Walker Manufacturing Company
Waypoint Bank
Waypoint Real Estate
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COMMUNITY:

CRGS
Fidelity National Title Company

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FOUNDERS:



PARTNERS:



OTTER PRODUCTS

