



**BE THE**  
**SOURCE**

**2025**



**ANNUAL  
REPORT**

*Embracing the Power of **WE** in Child Welfare. Join us.*

**BetheSourceCO.org**

# From our Founders

## 10 Years in 2 Sentences:

It's working. Your support is changing outcomes for children & families.

Dear Friends,

Ten years ago, we started **Be the Source** based on our experience as overwhelmed foster parents. We didn't know it at the time that the services we chose to provide, such as trauma-informed parenting training, therapy services and peer to peer support, mirror what 30 years of research showed are needed for child welfare caregivers to be retained and continue the difficult journey.

Child welfare has changed significantly in the last 10 years and so has **Be the Source**. We continue to learn, grow, and expand our services and service audience.

**Here's what we know for sure: We must come together for the sake of the child.**

Thank you for embracing the **Power of We** in child welfare with us. Your support changes lives. Children are healing.

**This would not be happening without YOU. Thank you for your continued support and dedication to children and families in Colorado. We remain inspired and grateful.**



Brian Bernhard  
Co-Founder  
Board President



Renee Bernhard  
Co-Founder  
Executive Director



## Celebrating 10 years

*The Bernhard Family*

# New in 2025

Children deserve heal  
Families need hope.

EMBRACING THE "WE" IN CHILD WELFARE.  
JOIN US TODAY.

## Rebrand Be the Source

*New look, same focus.*

Thank you for embracing and celebrating our rebrand from Foster Source to Be the Source. We are so inspired to continue to expand our important work. Your support of The Power of WE thrills us and excites us to continue to improve child welfare for children and families.



**Nikki Sanchez**  
Parent Advocate

*New Employee*

Nikki's experience in foster care and later adoption shaped her purpose to break cycles and support families. She temporarily lost custody of her children, and she fought to reunify, an outcome that now drives her work. Her connection with the foster parent inspired a collaboration grounded in respect, honesty & healing.

*Foster Parent*

## Meet Nikole & Jack



"As a foster parent, I have accessed **therapy services** during good times and challenging times. These services have stood by our family to help get us through. Furthering education classes and training have empowered me to **advocate for the best IEP/504 standards** for my son and to know his rights and mine regarding these meetings. Be the Source has also provided my family a way to give back to the community we love so much by **advocating for laws**, creating fundraisers for kids in care and **empowering Jack to use his voice** in making a difference through his kindness and love for justice. We would not be the strong and loving family we are today without Be the Source!"

*"What Be the Source has done for our family is immeasurable."*

# Meet Michelle

Kinship Caregiver

"During my journey as a kinship caregiver, Be The Source emerged as an **absolute lifeline** when I was in need of emotional support. Therapy assisted me with my emotional regulation and communication, empowering me to maintain a composed and constructive presence during family interactions which could be emotionally challenging. The compassionate support I received extended to the child creating a **much-needed sense of security** and fostered a positive atmosphere. When the child returned to their family, Be The Source played a pivotal role in facilitating the maintenance of a functional relationship with the child's family. This ongoing assistance was absolutely critical in enabling me to remain a consistent and reliable source of support and reassurance for the child. The support I received wasn't just about guidance; it was about equipping me with **tangible, practical coping mechanisms** and strategies. These weren't abstract concepts, but invaluable tools that I could immediately apply to manage stress, navigate difficult emotions, and approach challenges with a newfound sense of clarity and resilience. Learning these skills has fundamentally empowered me to move forward, not just through the immediate crisis, but with a **stronger foundation for future personal growth**. The unwavering and deeply empathetic assistance I received was not just helpful, but truly transformative for my emotional and mental well-being. The positive ripple effect of Be The Source's dedication and comprehensive support cannot be overstated."



*"I genuinely cannot overstate the positive impact Be the Source has had on my recovery and overall ability to thrive amidst adversity."*

# Our Impact



Attorney Jacque Phillips teaches Special Ed Law

## Learning Source

**New Users: 509**

**Active Users: 1438**

**New Classes Offered: 18**

**On Demand Classes Watched: 2814**

89%

**Goal: To allow children needing out of home care the opportunity to begin to heal by ensuring they receive the best possible therapeutic parenting.**

←  
*Caregivers who reported that Be the Source trainings have helped them understand the impact of trauma on their child/ren.*

85%

**Goal: To allow children needing out of home care the opportunity to begin to heal by ensuring they receive the best possible therapeutic parenting.**

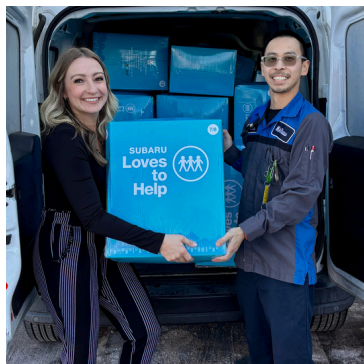
←  
*Caregivers who reported that Be the Source trainings have positively influenced their ability to parent in a way that helps the child/ren in their home heal.*

86%

**Goal: To promote mental health and wellbeing for caregivers and children.**

←  
*Caregivers who reported that Be the Source trainings have helped them better understand and deal with the secondary trauma that often comes with caregiving.*

*"It's been the trainings that have stood out as being so tailored to our needs as foster parents. The local nature of the trainings focused on the issues in Colorado makes them so great compared to reading a book or a website." -Certified Foster Parent*



Mike Shaw Subaru donated winter coats.

## Relief Services

**Total Relief Requests:** 1119

**Unique Families Served:** 636

**Most Requested:** Diapers, Clothing, Food

**Average Cost Per Request:** \$197

91%

**Goal: Reduce caregiver turnover by addressing the root causes of burnout.**

Caregivers who reported that Be the Source relief services helped decrease their stress levels as a caregiver.

86%

**Goal: Reduce caregiver turnover by addressing the root causes of burnout.**

Caregiver who reported that Be the Source relief services have helped them feel more equipped as a caregiver.

92%

**Goal: Reduce caregiver turnover by addressing the root causes of burnout.**

Caregivers who reported that Be the Source relief services increased their access to resources needed to be better foster/kinship caregivers.

"Seven years in, I can say without a doubt that the support and resources I've been able to access through Be the Source have been the difference between me staying licensed and fostering and closing my home. I would not - could not - still be doing this without their support. Fostering is hard. The support and resources they provide for foster/kinship families are immensely important."  
- Certified Foster Parent



## Therapy Services

**New Therapy Requests: 124**

**All Time Therapy Clients: 868**

**Therapy Sessions in 2025: 1,474**

**Top Themes: Parenting Stress, Grief**

83%

**Goal: Stabilize out of home placements by investing in caregiver support, ensuring that children remain in the best placement whenever possible, fostering stability and promoting healing.**

Caregivers who reported that Be the Source sponsored therapy has positively influenced their ability to maintain placements.

87%

**Goal: Reduce caregiver turnover by addressing the root causes of burnout, including a lack of support, training, and resources.**

Caregivers who reported that their confidence as a caregiver increased through participation in therapy.

84%

**Goal: Promote mental health and wellbeing by providing trauma-informed therapy and respite services for caregivers and children.**

Caregivers who reported that participating in sponsored therapy through Be the Source increased their ability to cope with secondary trauma.

*"Crucially, the therapeutic process wasn't just about guidance; it was about equipping me with tangible, practical coping mechanisms and strategies. These weren't abstract concepts, but invaluable tools that I could immediately apply to manage stress, navigate difficult emotions, and approach challenges with a newfound sense of clarity and resilience."*

*- Non-certified Kinship Caregiver*



## Equine Labs

**Total Labs Hosted: 8**

**Unique Caregivers: 57**

**Training Hours Earned: 228**

**Everyone's Favorite Hosts: Dave and Lottie**

100%

**Goal: To allow children needing out of home care the opportunity to begin to heal by ensuring they receive the best possible therapeutic parenting.**

←  
*Caregivers who reported that what they learned in the equine lab will change the way they parent.*

100%

**Goal: To allow children needing out of home care the opportunity to begin to heal by ensuring they receive the best possible therapeutic parenting.**

←  
*Caregivers who reported that Leader of Herd helped them learn to better recognize and manage challenging behaviors.*

100%

**Goal: To allow children needing out of home care the opportunity to begin to heal by ensuring they receive the best possible therapeutic parenting.**

←  
*Caregivers who reported that they would recommend Leader of the Herd to other caregivers.*

*"This will shift your perspective on every aspect of parenting kids with trauma." -Caregiver Participant*



## Family Advocacy

**Number of Children in these Homes: 86**

**New Cases Opened: 62**

**Advocacy Cases Closed: 38**

**Number of Advocates: 3**

100%

**Goal: Reduce caregiver turnover by addressing the root causes of burnout, including a lack of support, training, and resources.**



Caregivers who reported that Be the Source advocacy services helped decrease their stress levels as a caregiver.

92%

**Goal: Reduce caregiver turnover by addressing the root causes of burnout, including a lack of support, training, and resources.**



Caregivers who reported that they were able to retain placement and avoid disruption when working with a Be the Source advocate.

90%

**Goal: Reduce caregiver turnover by addressing the root causes of burnout, including a lack of support, training, and resources.**



Caregivers who reported that Be the Source advocacy services helped them feel more equipped as a caregiver.

*I wanted to reach out regarding the importance of my advocate being apart of my case and to help you understand just how necessary her role is! If I didn't have Nikki as my advocate I'm pretty sure lots of things would have passed me by, given that this entire situation has been very confusing and frustrating. Having her near and available is extremely helpful and reassuring. I look forward to having someone who has lived experience in my corner helping me to navigate this difficult situation.  
~ Birth Parent working towards reunification*



## Ambassador Project

In Partnership with Cobbled Streets

**Events Hosted: 100**

**New Caregivers Who Attended: 213**

**Average Event Cost: \$399**

**Judicial Districts Served: 12**

80%

**Goal: Increase family and child social-emotional skills.**



Caregivers who reported that Be the Source's Ambassador Project has positively helped the children in their care.

81%

**Goal: Reduce caregiver turnover by addressing the root causes of burnout, including a lack of support, training, and resources.**



Caregivers who reported that Be the Source's Ambassador Project assists them in their foster/kinship journey.

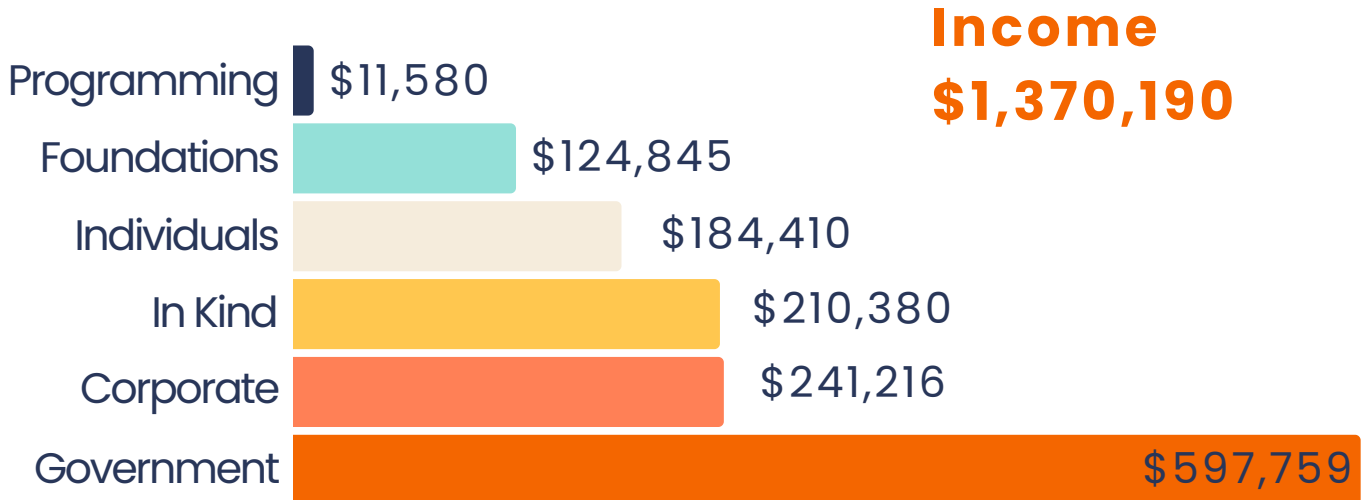


The Ambassador  
♥ Project

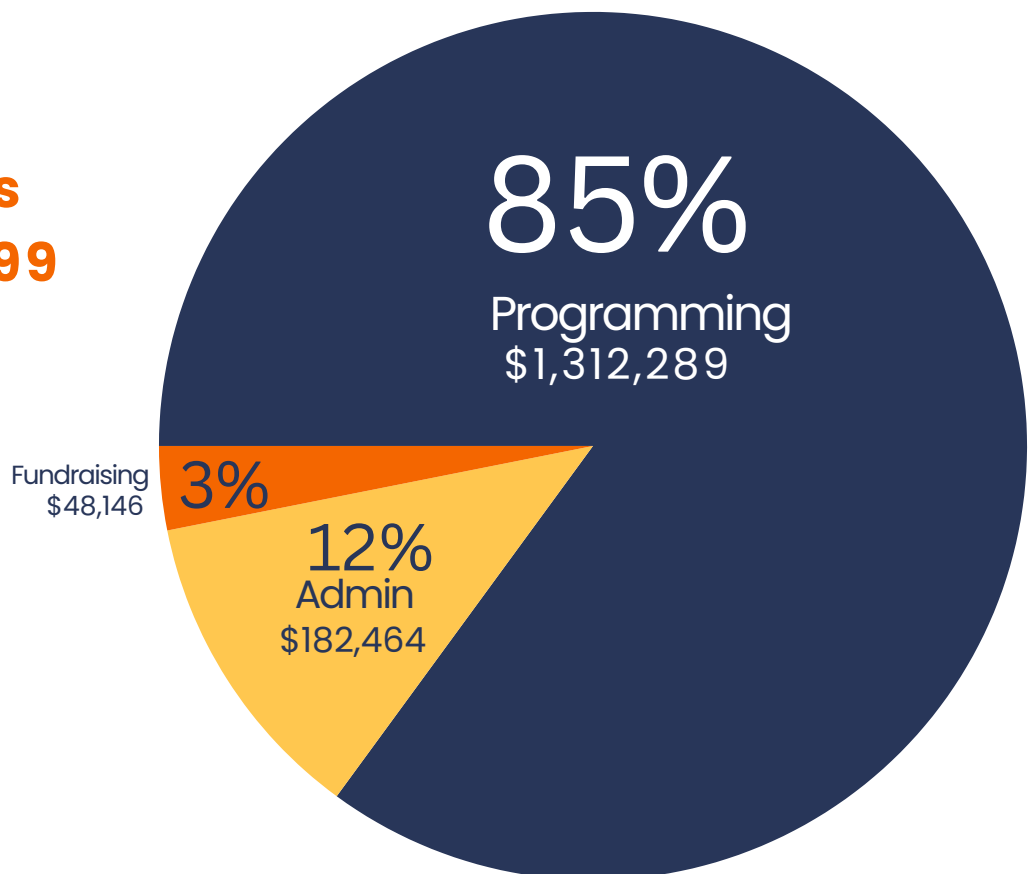
Left: Douglas County Ambassador Event at an indoor sandbox.

"The Ambassador project support group was so helpful in feeling seen and really helped me to choose to continue fostering after a particularly hard reunification." – Certified Foster Parent

# Our Financials



**Expenses**  
**\$1,542,899**





# Financial Narrative


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## **February 2026, from the BTS Board of Directors:**

Be the Source had a 2025 operating deficit of approximately \$172,700. This variance is primarily attributable to unanticipated revenue losses that occurred during the year, including the loss of \$100,000 in federal grant funding and \$50,000 in local government funding. These reductions were driven by broad changes in government grant priorities and processes following the administrative transition in January 2025. These challenges were not unique to Be the Source, and many community-based organizations experienced similar disruptions as funding streams shifted. Importantly, this projected deficit does not reflect structural insolvency or debt. Be the Source continues to operate debt free, maintains cash on hand, and remains financially stable while we adjust to a rapidly changing public funding environment. Current programming and operations are fully funded through June 2026.

In response, Be the Source is actively adapting its revenue model to strengthen long term sustainability and reduce reliance on any single funding source. A key example is the organization's work to expand Medicaid reimbursement strategies, which will support a more diversified and resilient revenue mix over time. In addition, Be the Source currently has \$2,259,434 in pending grant requests. These requests include a combination of anticipated renewals, including potential state funds, as well as private and community foundation proposals. We expect greater clarity on the status of these pending awards, and on the overall 2026 financial outlook, by the end of April 2026.

While we anticipate that a meaningful portion of pending funds will be awarded, Be the Source is also planning responsibly for multiple scenarios. If the majority of pending funds do not come through, the organization has contingency plans that can be enacted beginning in July 2026 to align expenses with confirmed revenue, while prioritizing continuity of high impact services and responsible stewardship. Be the Source remains committed to mission delivery, sound financial management, and proactive adaptation. The organization is navigating a period of external funding instability with transparency, stability, and a clear plan to diversify revenue and sustain services for the children, caregivers, and families we serve.





# Contact Us

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*The Power of We*