

Impact Story #2

Non-Profit Support in Northern Colorado

From Scott Miller - Northern Colorado Fellowship of Christian Athletes Director

Fellowship of Christian Athletes in Northern Colorado has gone through some formational changes in 2024. These changes are laying the groundwork for FCA in Northern Colorado to establish consistency and alignment the ministry has never had in Colorado. BH Impact and Baessler Homes has been a major partner in developing and resourcing these changes. Two primary ways that Baessler Homes and BH Impact have helped establish these foundational changes has been through leadership development and financial resourcing.

FCA is a ministry that relies on local financial donations to help provide the funds required to hire and maintain full and part-time staff. For decades FCA has relied on a missionary mindset to hire local staff. This mindset is about the individuals on staff fundraising for themselves. As the number of staff grew, this mindset created two significant problems. Donor confusion and a sort of competitive mindset between staff that resulted in a silo effect in the ministry. Both issues needed a solution if the ministry was to grow and move forward. Seven years ago, Jamie Baessler provided counseling for me regarding different ways to fund the ministry of FCA in Northern Colorado and it began the process of developing a financial foundation that reduces donor confusion and also helps the ministry move from “missionary” focused and territorial silos too “mission” focused where FCA staff can start fund raising as a team and for a team united behind one local mission. The first iteration of this move was developing a Donor Advised Fund that could be built over years to come but established an accountability of money donated in Northern Colorado for FCA to stay in Northern Colorado FCA regardless of the staff changes. The hope of this DAF is that the interest can be used annually to provide a percentage of help for all FCA staff in Northern Colorado. The next phase of this transformation taking place began

in 2023. In November of 2023 BH Impact became the first major donor we established called Legacy Partners. Instead of major donors being approached several times throughout the year at multiple FCA fundraising events we decided to group all five of our fundraising events and approach potential donors to become title sponsors for all five events. One conversation instead of five or six. BH Impact became our first Legacy Partner where the funds provide two different benefits. The benefit is the funds are allocated to every department in FCA NOCO as well as impacting every individual in FCA NOCO. It is the most effective way to fundraise as a team for the mission. The second benefit is that funds are duplicated. The funds donated to FCA through the Legacy Partner program more than doubled in the 2024 calendar year. We had four Legacy Partners last year that combined for \$100k (\$25k each) Using those funds FCA NOCO staff raised an additional \$114k in 2024. WOW. BH Impact is laying the groundwork for us to bring on more Legacy Partners in 2025.

Leadership development for FCA NOCO has taken a huge step forward because of the BH Impact "Relational Leadership" training that took place in April 2024. The training content was excellent, but the most value came from the one-on-one coaching between the Baessler team and the FCA NOCO directors. At the end of the training day I realized that our FCA NOCO staff did a great job at relational ministry but was hobbled by our operational side of things. Through multiple conversations with Nate FCA NOCO began to make some changes regarding how we operate. We brought on a COO and began to develop some "SOP's" standard operating procedures. As our team enters into the 2025 year, we have increased our productivity because we are operating in a manner FCA has never operated before. For the first time in Colorado FCA our team is more mission focused than missionary focused. Our team is operating in individual skill sets instead of being bogged down in administrative operations. Our team has been literally transformed in the past 12 months and I can confidently say that the changes will be lasting as we begin to

refine these changes. The generational “silo” mindset has been completely overhauled and I believe this is a direct result of Baessler homes leadership development, but also financial support. BH Impact has allowed me to lead by example and literally put my money where my mouth is. Action speak louder than words, and the actions of BH Impact and Baessler Homes is impacting every place FCA touches in Northern Colorado.

Thank you for the opportunity to share, I am sincerely humbled and honored to be in partnership with BH Impact and Baessler Homes.

- *Scott Miller Northern Colorado FCA Director*