



**Colorado Neurodiversity
Chamber of Commerce**

ANNUAL IMPACT REPORT

Sept 2024–Sept 2025

We're proud to share our Annual Impact Report, highlighting the progress, partnerships, and initiatives that have shaped our work this year. This report showcases how we're advancing inclusion, supporting our members, and building a stronger Colorado economy.

www.CNDCC.org

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NEURODIVERGENT REPRESENTATION IS NOT JUST A GOAL; **IT'S THE FOUNDATION OF EVERYTHING WE DO.**



OUR MISSION

To provide strategies and opportunities to optimize business growth by building an authentically diverse and equality-based workplace, while helping to further opportunities for neurodivergent individuals to excel in the workforce, business, and leadership

OUR VISION

To make Colorado a leader in neurodiversity affirming business practices, ensuring both businesses and individuals reach maximum potential.

WHY WE DO WHAT WE DO

Individuals with autism, ADHD, dyslexia, brain injury, epilepsy, social anxiety disorders, and other neurological differences are considered neurodivergent or neurodistinct. While awareness of neurodiversity has grown in recent years, stigma and misconceptions persist. As a result, many neurodivergent people continue to face significant barriers to advancement in the workplace.

This is a loss not only for individuals but for businesses as well. Neurodivergent professionals are often credited with exceptional creativity, innovative problem-solving, unique focus, and fresh approaches. Yet, outdated workplace norms and misunderstandings can make it difficult for them to navigate traditional business practices, leadership expectations, and social dynamics. The result is discrimination and disproportionately high unemployment rates among an often overqualified and highly capable talent pool.

At the same time, employers across industries are struggling to hire and retain quality employees. There is a critical need for practical tools and strategies that enable businesses to fully tap into the immense potential of neurodivergent talent.

That is why the Colorado Neurodiversity Chamber of Commerce (CNDCC) exists. As the nation's first chamber of commerce dedicated to advancing neurodiversity in business, we are building a thriving economic community where neurodivergent talent and business leaders connect, collaborate, and succeed. Our members are innovators, leaders, and award-winners—committed to making Colorado not only one of the best places to do business, but also one of the most inclusive.





Dear Members, Partners, and Friends,

As we reflect on the journey of the Colorado Neurodiversity Chamber of Commerce (CNDCC), we are filled with gratitude and pride. What began as a bold idea in 2022 has quickly grown into a powerful movement, one that is shaping the future of Colorado's workforce and economy.

From our earliest days as a start-up chamber to now, the momentum has been extraordinary. In just a short time, we've built a community of members and allies who share a common belief: that neurodiverse talent is not only valuable but essential to innovation, growth, and sustainability in business. Your commitment to this vision has allowed us to grow faster than we ever imagined.

To our members, partners, and funders, thank you. Your belief in this mission has made all the difference. Each of you has helped us lay a foundation for lasting impact, and together we are demonstrating what's possible when businesses choose inclusion not just as a value, but as a business strategy.

Our mission is simple yet powerful: to add measurable economic value to Colorado by creating inclusive workplaces and ensuring that the best individuals are placed in the right positions. When people are supported to contribute their skills authentically, businesses thrive, and communities benefit.

Looking ahead, we are excited to continue expanding our reach, deepening our partnerships, and providing resources that transform workplaces. This is only the beginning, and we know that the impact we can achieve together is limitless.

Thank you for being part of this journey. Together, we are not only building a more inclusive Colorado—we are setting the standard for the future of work.

With gratitude and determination,



Dr. Amanda Kelly
Board Chair



Leslie Espinoza
Executive Director

BOARD OF DIRECTORS



BOARD CHAIR
Dr. Amanda Kelly
President and CEO
Firefly Autism

CNDCC CO-FOUNDER



TREASURER
Tiffany Feingold
Co-founder and CEO
Guiding Bright Minds

CNDCC CO-FOUNDER



SECRETARY
Arielle Reindeau
Neurobehavioral Rehabilitation
Program Manager
Craig Hospital



Amy Bittner
VP of Business & Community
Development
MJ Insurance



Catharina Hughey
Executive Director
Roots Colorado dba DIRT Coffee



Tim Goldstein
Neurodiverse Communication
Specialist



Shana Wade
Co-Founder & Principal People
Connector & Employee Engager
SymphonicHCM



Jhon F. Londoño Ph.D.
Consultant
*Strategic Business and
Nonprofit Solutions*



Tera Greenwood
EVP of Brand and Relationships
SSA Group

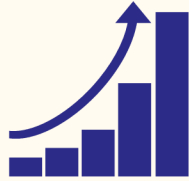
A YEAR AT A GLANCE



160

MEMBERSHIP

↑ 60% Increase



60

NEW MEMBERS

↑ 141% Increase



100

RENEWALS



87%

RETENTION RATE

MEMBERS by COUNTY - Top 5



40% Denver
10% Boulder
7% Larimer
6% Jefferson
5% Broomfield
32% Other

MEMBERS by INDUSTRY - Top 5



28% Nonprofits & Human Services
25% Business, Finance & Professional Services
16% Arts, Culture & Education
9% Individuals / Students
7% Food, Hospitality & Retail
15% Other

Programs that Power Change & Connections



14

**NEURODIVERSITY 101
TRAININGS**



12

**LUNCHTIME LECTURE
SERIES**



12

**NEURODIVERSITY PRESENTATIONS
FOR BUSINESSES**



5

**COLORADO NEURODIVERSITY
BUSINESS EDGE WORKSHOPS**



6

**NEURODIVERSITY
MINGLES**



4

**COLORADO DISABILITY &
EMPLOYMENT COLLECTIVE
MEETINGS**

Our Website Reach



14,528

WEBSITE VIEWS

↑ 32% Increase



63.44%

BOUNCE RATE



11,242

UNIQUE VISITORS

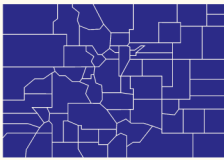
↑ 46% Increase



28,867

PAGE VIEWS

↑ 20% Increase



WEBSITE VISITS by COUNTY

38% Denver County
10% Adams County
8% Arapahoe County
8% El Paso County
8% Douglas County
8% Boulder County
6% Jefferson County
5% Weld County
5% Larimer County
1% Pueblo County
3% Other



TOP SOURCES by VISITS

60% Direct
25% Google
4% Squarespace
3% LinkedIn
2% Facebook
6% Other



TOP PAGEVIEWS

1. Homepage
2. Calendar
3. Neurodiversity Friendly Businesses
4. Become a Member
5. About Us
6. Member Directory
7. Our Board of Directors
8. Neurodivergent Owned Businesses
9. Our Team
10. Neurodiversity Impact Luncheon

Newsletter Highlights



1,007

SUBSCRIBERS

↑ 125% Increase



59%

OPEN RATE

↑ 13% Increase



21%

CLICK-THROUGH RATE

↑ 425% Increase

Social Impact



94,311

IMPRESSIONS



32,380

REACH



5,006

ENGAGEMENT



1,116

NEW FOLLOWERS

↑ 32% Increase (LinkedIn)
↑ 31% Increase (Facebook)
↑ 353% Increase (Instagram)



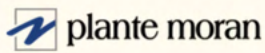
**FOLLOWERS
LOCATED**

1. Denver County
2. El Paso County
3. Larimer County
4. Boulder County
5. Jefferson County
6. Broomfield County
7. Arapahoe County

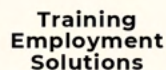
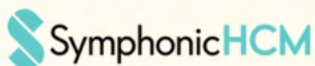


THANK YOU FOR YOUR SUPPORT!

LEADERSHIP CIRCLE



CHAMPION MEMBERS



banking for good



SHAPING OUR **PATH FORWARD**

This year, the CNDCC engaged in a collaborative process to define the strategies that will guide our next phase of growth. Through visioning sessions and board discussions, we identified three clear priorities: strengthening our revenue model, creating programs that deliver measurable results, and cultivating strong board and executive leadership, while shaping a powerful new narrative around neurodiversity in business.

These priorities grew from broader themes of financial sustainability, membership growth, premier events, quality programs, and national collaboration. By focusing on these strategies, we are laying the foundation for long-term sustainability, greater community impact, and positioning CNDCC as the nation's leader in advancing neurodiversity in business and economic development.

TOP STRATEGIC PRIORITIES

1



PERFECT THE REVENUE MODEL

To create measurable strides in strengthening our revenue model and laying the foundation for long-term growth.

2



PROGRAMS THAT DELIVER IMPACT AND VALUE

To expanded programs and events that deliver practical impact and real value, helping neurodivergent professionals build skills and grow careers while supporting businesses in inclusive hiring and workplace practices, and creating opportunities for connection, partnerships, and organizational growth.

3



STRENGTHENING BOARD & EXECUTIVE LEADERSHIP

To complete key board projects and strengthen governance by finalizing bylaws, updating committees, inviting non-board members to serve, and creating a skills matrix. We are also focused on retaining staff and preparing for future roles to ensure strong, sustainable leadership.

PERFECTING THE REVENUE MODEL: BUILDING A STRONG, SUSTAINABLE CHAMBER



At the heart of this effort is our Founding 200 Member Campaign, a critical milestone that will position us for long-term success. By reaching 200 members by the end of 2025, we set the stage for an even greater goal: 300 members by 2026.

This growth will be fueled by our regional CNDCC chapters, which allow us to connect with more businesses, expand our Neurodiversity Trainings and Programs, and create impact at both the state and local level.

We're focused on launching in Boulder & Broomfield, Northern Colorado, and Colorado Springs, while also building relationships with business and community leaders across Colorado.

DIVERSIFYING OUR REVENUE STREAMS

To perfect our revenue model, we are taking a deep dive into building multiple, sustainable sources of income:

- **Membership Growth** – expanding our member base as the foundation of chamber strength.
- **Programs & Events** – offering high-value initiatives that deliver measurable impact.
- **Sponsorships & Partnerships** – building strong relationships with businesses invested in advancing neuro-inclusion.
- **Philanthropy & Grants** – securing external funding to fuel mission-driven growth.
- **Sharing Expertise for Impact** – expanding our Neurodiversity Trainings and consulting services to create additional revenue and deliver impact to businesses.
- **Preferred Providers Network** – creating additional value and visibility for businesses committed to neurodiversity.

FINANCIAL PLANNING & SUSTAINABILITY

With budget projections and quarterly tracking, we are ensuring accountability and aligning resources with our growth strategy. Each initiative is designed to maximize member value, expand chamber impact, and create a stronger, more resilient organization.

By perfecting our revenue model and pursuing ambitious growth, we are:

- Reaching new membership milestones that ensure long-term sustainability.
- Expanding opportunities for programs, partnerships, and community engagement.
- Leading the way in advancing neurodiversity not just in Colorado, but nationwide.

Every new member, chapter, and partnership brings us closer to a thriving, self-sustaining organization, and a future where neurodiversity is recognized as a strategic advantage in business.

BUILDING A STRONG FINANCIAL FOUNDATION

This year, the Colorado Neurodiversity Chamber of Commerce (CNDCC) has made significant progress in strengthening our financial foundation to support growth and sustainability. We have been intentional about expanding our budget to align with our mission, allowing us to invest in more resources, programming, and workforce development initiatives that serve both our members and the broader neurodivergent community.

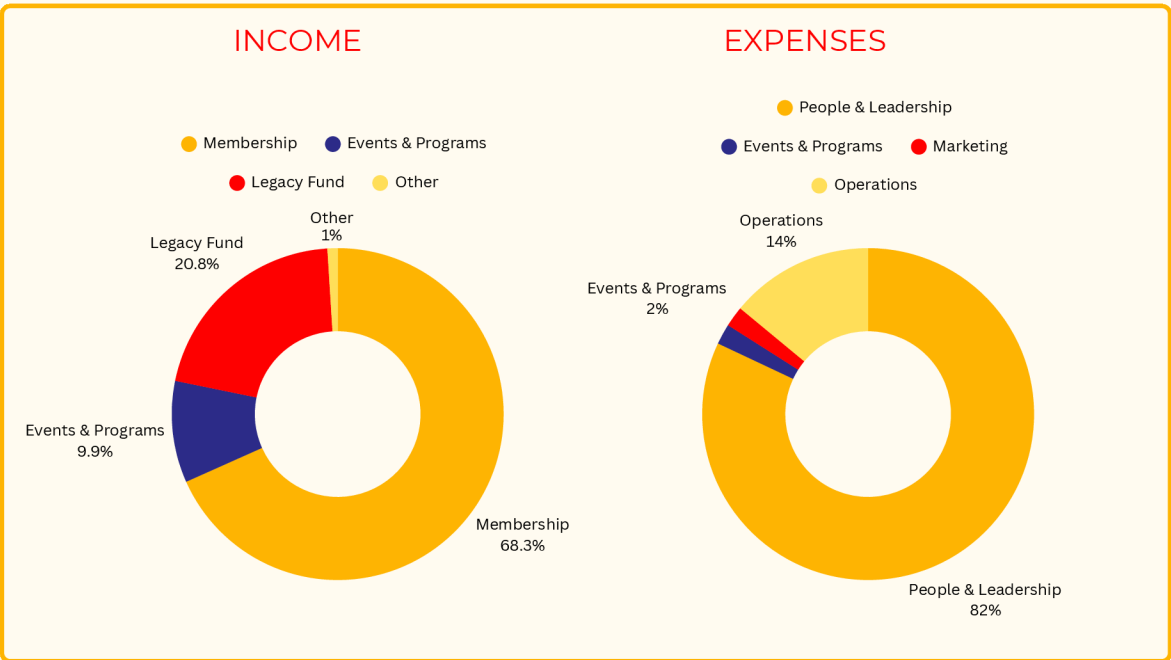


To ensure financial accountability and long-term stability, we established a Finance Committee made up of dedicated board members, chaired by our Treasurer, Tiffany Feingold, who brings leadership and expertise to this important work. With their guidance, CNDCC is positioned to manage resources strategically, steward donor and member contributions responsibly, and plan for future expansion.

These efforts represent not only fiscal responsibility, but also our commitment to building the infrastructure needed to sustain the momentum we've created.

HIGHLIGHTS

- Creation of the Finance Committee, strengthening fiscal oversight.
- Increased events & programs revenue by 355%
- Membership growth increased by 60%
- Forged strong partnerships that significantly reduced event and program costs while maintaining exceptional quality



PROGRAMS THAT ADD VALUE AND DRIVE RESULTS

At the Colorado Neurodiversity Chamber of Commerce, we create programs that deliver practical impact, measurable results, and real value for both neurodivergent professionals and businesses. This year, we expanded offerings that help individuals build skills, grow careers, and access opportunities, while also helping businesses implement best practices in hiring, accommodations, and inclusion. Our programs and events provide spaces for connection, relationship-building, and strategic partnerships, strengthening both personal and organizational growth.

IMPACTFUL PROGRAMS



Colorado Neurodivergent Business Edge

In July, we launched The Neurodivergent Business Edge, a five-week workshop series created for neurodivergent entrepreneurs and professionals. The program equips participants with strategies, executive function tools, and peer support to help them grow their businesses and careers. The first series brought together eight participants who advanced their skills and strengthened their professional networks. Moving forward, we plan to offer this program quarterly, ensuring more neurodivergent leaders have the resources and community to thrive.



Neurodiversity 101 Training

In 2025, we delivered six online presentations of our Neurodiversity 101 training, alongside several customized, on-site sessions for businesses across Colorado. This program is designed for leadership teams and HR professionals, covering why neurodiversity matters, inclusive language, workplace trends, practical strategies, and what neurodivergent employees want leaders to know. By tailoring content to each industry, we provide organizations with actionable tools to strengthen onboarding, hiring, and retention—helping businesses move beyond awareness toward lasting neuro-inclusion.



Lunchtime Lecture Series

This year, we hosted 12 Lunchtime Lectures covering a wide range of topics that support both businesses and neurodivergent individuals. Designed as an accessible, virtual resource, the series provides education, tools, and strategies that promote inclusion while also addressing real-world challenges faced by neurodivergent professionals. From workplace inclusion practices to personal growth and everyday tools for success, these monthly sessions create a valuable platform for learning, dialogue, and community connection.

Advanced Neurodiversity for Businesses

Launches in Q4, 2025

This program builds on the foundation of our Neurodiversity 101 training and takes the next step toward deeper organizational change. Designed for companies ready to move beyond awareness, it provides advanced strategies and guidance to help businesses embed neuro-inclusion into their culture, policies, and daily practices.

This program is part of our training pathway for businesses: starting with Neurodiversity 101 to build awareness, progressing to Advanced Neurodiversity for actionable strategies, and extending into consulting and the Preferred Providers Network for tailored support and long-term impact.

Neurodivergent Leadership Program

Launches in 2026

This program is designed for neurodivergent professionals in leadership roles or aspiring to lead. It focuses on helping participants navigate unique challenges—such as communication styles, executive function, and workplace dynamics—while developing the leadership skills needed to influence organizational culture. By providing tailored tools, strategies, and peer support, the program will empower neurodivergent leaders to thrive, advance their careers, and become champions of inclusion within their organizations.

We are currently fundraising to make this transformative program a reality.

COMMUNITY ENGAGEMENT & NETWORKING

Community engagement and networking are central to CNDCC's mission, creating opportunities for connection, collaboration, and meaningful partnerships that strengthen both individuals and businesses across Colorado.



Monthly Neurodiversity Mingles

Small-group, interactive gatherings that provide informal opportunities for connection, learning, and collaboration, with participants rotated to maximize networking and engagement.



Young Professionals Group

Launched this year to support our Young Professionals & Students membership, fostering peer-to-peer connections, career development, and mentorship opportunities.



Neurodiversity Impact & Insights Luncheon

Hosted this year at the Denver Zoo, the luncheon featured an Impact Presentation from the Executive Director highlighting the Chamber's accomplishments and a Neurodiversity Insights Panel. Attendance doubled in 2025, reflecting growing interest and engagement from the community around neurodiversity in business.



Annual Holiday Party

Hosted at CoBank with 60 attendees, catered by Savory Snackables, and entertainment by Dr. Sam Shay, this festive event strengthened community connections and celebrated the year's successes.



Community Events

We participated in eight community events with exhibitor spaces, expanding awareness of CNDCC and connecting with new audiences—most visitors had not known the Chamber existed.



Chamber Neurodiversity Roadmap

Recognized as a national innovator, CNDCC created a roadmap for leaders across the U.S. who want to launch neurodiversity chambers in their states, with interest from Arkansas, Missouri, New York, Ohio, Massachusetts, Pennsylvania, Texas, and California.

EXPANDING ORGANIZATIONAL CAPACITY



Preferred Providers Network: A curated network of vetted service providers who share our mission and values. These trusted collaborators offer specialized consulting, training, and support to help businesses become more neuro-inclusive. This network expands CNDCC's capacity to deliver high-quality services and ensures members and organizations have access to trusted, aligned expertise.

Through these programs and initiatives, CNDCC is not only delivering immediate value to members but also strengthening the ecosystem for neurodiversity in business. Each new program, networking opportunity, and strategic partnership brings us closer to our vision of a nationally recognized chamber that empowers neurodivergent professionals and organizations to thrive.

STRENGTHENING BOARD & EXECUTIVE LEADERSHIP

This year, the Colorado Neurodiversity Chamber of Commerce has taken intentional steps to strengthen our governance and leadership capacity. With 9 dedicated board members currently serving, we are working toward our 2027 goal of expanding to 15 members, with a board composition that ensures 25% senior leaders at large companies and 25% with expertise in the global neurodiversity ecosystem. These steps will ensure diverse perspectives, strong corporate representation, and deep subject matter expertise guide our mission.



PROGRESS AND MILESTONES:

- Completed key governance projects: finalizing bylaws, refining board onboarding, setting norms, and improving meeting logistics.
- Launched a skills and experience matrix to identify board strengths and areas for growth.
- Updated committee structures to allow non-board members to serve, expanding engagement and leadership opportunities.
- Board members are actively involved in fundraising, community outreach, or program development.
- Retain Executive Director and contractors while preparing to add 2 new staff members to build organizational capacity
- Establishing a foundation for future full-time roles, aligning staffing growth with financial sustainability.
- Note that you're creating a pipeline of future leaders, both at the board level and staff level, to sustain growth long-term.

Through these actions, CNDCC is laying the groundwork for strong, sustainable leadership that will guide the chamber's growth for years to come. By investing in governance, expanding staff capacity, and broadening leadership representation, we are ensuring the chamber is positioned to deliver on its mission with excellence, accountability, and impact.

CNDCC BOARD COMMITTEES (2025)

Committee	Chair	Members
Executive	Dr. Amanda Kelly	Tiffany Feingold Arielle Reindeau
Finance	Tiffany Feingold	
Policy	Tiffany Feingold	
Development	Jhon F Londoño	Amy Bittner Catharina Hughey Shana Wade Tera Greenwood

FOUNDATIONAL PHASE: BUILDING THE CNDCC

2022–2023

CNDCC Co-Founders, Dr. Amanda Kelly, Tiffany Feingold, and Danny Combs established the Chamber, introduced it to the community, and launched foundational programs that provide value. Focused on recruiting new members and board members to get the organization off the ground.

2023–2024

Expanded outreach, increased programming and events, and strengthened governance. Operated entirely through volunteers led by the board and co-founders, growing the Chamber to 100 members and building visibility across the community.

2024–2025

Welcomed the inaugural Executive Director to lead the Chamber full-time. Launched new programs, refined processes, and continued building infrastructure, resulting in significant membership growth, increased engagement, and stronger community impact.

AMBASSADOR COMMITTEE

As part of our commitment to building leadership capacity, CNDCC established the Ambassador Committee in 2025. This committee extends the reach of our leadership by serving as a vital link between the Chamber, our members, and the broader community. Ambassadors play a critical role in member recruitment, onboarding, and engagement, ensuring that new members feel welcomed and connected from the start. They also represent CNDCC at events and in the community, helping to expand our visibility and impact.

Currently, we have **10 Ambassadors** serving the Chamber, and we are developing a structure to assign Ambassadors to our regional chapters across Colorado. This distributed model strengthens both local engagement and statewide leadership, positioning the Ambassador Committee as an essential driver of growth and sustainability.



Katherine Jones
Artist



Don Smith
Alvarez & Marsal



AnneMarie Anderson
EdYOUcation



Drew Frank
Wedmont Private
Capital



Nicole Brushhouse
Unruffled Travel



Charles Kransberger
Neurodiversity in the
Workplace



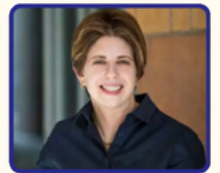
Marci Whitman
Boomerang Marketing



Adam Schade
Student



Natalie Wisdom
Student



Leah Rosenthal
NeuroRock

WORKFORCE DEVELOPMENT & ECONOMIC IMPACT

The Colorado Neurodiversity Chamber of Commerce believes workforce inclusion drives economic growth. Our Workforce Committee leads efforts to bridge the gap between neurodivergent talent and employers, helping businesses tap into a pool of highly skilled, innovative professionals.



WHY THIS MATTERS

High unemployment: 30–40% of neurodivergent individuals in the U.S. are unemployed—one of the highest rates among all disability groups.

Employment gap: As of February 2025, the employment-to-population ratio was only 37.1% for people with disabilities, compared to 74.4% for those without disabilities.

Hiring barriers: 93% of neurodivergent employees say traditional hiring methods—like timed assessments—create unfair obstacles.



OUR RESPONSE

Launched the Colorado Disability & Employment Collaborative (2024)

In partnership with the Colorado Office of Employment First, CNDCC convened state agencies, nonprofits, and employers to create a unified statewide approach.

Growing participation: Our third Collaborative meeting nearly doubled attendance, reflecting the demand for coordinated solutions.

Shared priorities: Participants identified key goals; consistent statewide messaging, expanded training for employers and employees, and a universal vocabulary to improve communication across agencies.



DRIVING ECONOMIC VALUE

CNDCC initiatives directly strengthen Colorado's economy by:

Expanding the talent pipeline: Helping employers access highly capable neurodivergent professionals.

Reducing hiring costs: Lowering turnover by connecting businesses with employees who bring loyalty, creativity, and problem-solving strengths.

Boosting competitiveness: Driving innovation as neurodivergent employees contribute unique perspectives to industries statewide.

WORKFORCE COMMITTEE



Meghan Bonde
Neurodivergent Team
Chair



Ellis Blevins
Fluid Consulting
Co-Chair



Nanci Goldberg
Capriance Creative
Solutions



Jesse Hester



Jillian Gibbs
Quanta Services

THE COLORADO NEURODIVERSITY CHAMBER OF COMMERCE **LEGACY FUND**



In 2023, the Colorado Neurodiversity Chamber of Commerce proudly launched the **CNDCC Legacy Fund**, in partnership with **The Denver Foundation**, to ensure that our work to build a more inclusive Colorado continues for generations to come.

This dedicated fund is more than a financial resource—it is a promise. With the support of partners like Kiewit and The Denver Foundation, along with our growing community of donors, we are laying the foundation for programs that expand awareness, deliver impactful resources, and empower both businesses and neurodivergent professionals.



A TRANSFORMATIVE GIFT: **KIEWIT BECOMES FOUNDING LEGACY PARTNER**

We are deeply grateful to **Kiewit** for their generous **\$20,000 investment** in the CNDCC Legacy Fund, making them our first Founding Legacy Partner.

This extraordinary gift has not only fueled the growth of our programming, elevated awareness, and expanded resources for neurodivergent employees, leaders, and entrepreneurs across Colorado, it has also made a pivotal impact on our organization by enabling us to hire our first Executive Director and transition from being entirely volunteer-led to a sustainable, mission-driven organization.

We cannot thank Kiewit enough for their leadership, partnership, and belief in our mission.



FUELING THE FUTURE: **THE NEURODIVERGENT LEADERSHIP PROGRAM**

The CNDCC Legacy Fund is paving the way for one of our most exciting initiatives: the Neurodivergent Leadership Program (NDLP)—set to launch in 2026 as the first of its kind in Colorado.

During **Neurodiversity Celebration Week** (March 17–23, 2024), we introduced the **“30 for 3 – Invest in Neurodivergent Leadership”** campaign, raising **30% of the funds needed** to begin building the NDLP. This early support has created momentum, and we will launch another campaign to reach our full goal.

The NDLP will empower neurodivergent leaders with the tools, networks, and opportunities they need to thrive, ultimately strengthening Colorado’s workforce and shaping a more inclusive future.



**Colorado Neurodiversity
Chamber of Commerce**

**NEURODIVERGENT
REPRESENTATION IS NOT JUST
A GOAL; IT'S THE FOUNDATION
OF EVERYTHING WE DO.**



DONATE TO OUR LEGACY FUND
501(C)(3) CHARITABLE FUND



Colorado Neurodiversity Chamber of Commerce

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www.cndcc.org

