



COLORADO COLLEGE

## Public Interest Fellowship Program

[www.coloradocollege.edu/pifp](http://www.coloradocollege.edu/pifp)

Andrea Culp, Director  
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### PIFP Partner Organization Application Deadline: December 12, 2025.

Applications and capacity grant requests will be considered as received.

\*Please download and save this form before filling it out.\*

## Join us in building the next generation of social sector leaders.

The Public Interest Fellowship Program (PIFP) helps organizations in the social sector to fill gaps in their staff by streamlining the hiring process and supporting Fellows throughout their experience. Partner organizations gain access to committed, and energetic Colorado College student candidates who are excited to perform work centered around their values. These applicants benefit from organization partners by learning directly within community impact areas. Fellows enhance workplace skills, understanding of the social sector, and commitment to working for the public good while also building capacity within their fellowship organization.

## Partner Organization Application

Are you applying to employ a **summer** or **yearlong** PIFP Fellow or offer a short-term project?

	<b>Summer Fellowship:</b> a <u>minimum</u> of 30 hours per week over a minimum of 10 weeks
<b>X</b>	<b>Yearlong Fellowship:</b> a <u>minimum</u> of 30 hours per week over a minimum of 9 months
	<b>Project Based Micro-Fellowship:</b> a minimum of one week/10 hours per project up to a maximum of 10 weeks/25 hours per week

*\*If applying for multiple fellowships, please complete a separate application for each, and a separate job description for each..*

**Organization name:**

(and applicable abbreviations) Fountain Creek Watershed District (FCWD)

**Organization complete mailing address:**

PO Box 8100 Colorado Springs, CO  
80933

**Website URL:** <https://www.fountain-crk.org/>

**How many staff members does your organization employ?**

2 full-time  
employees and 3  
part-time

employees; 5 staff  
total

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**Primary Contact Name:** Mary Wilson

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**Primary Contact Title:** Watershed Outreach Coordinator

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**Email:** [fountaincreekoutreach@gmail.com](mailto:fountaincreekoutreach@gmail.com) **Phone:** (719) 426-7536

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**Fellow's Supervisor Name/Title:** Mary Wilson, Watershed Outreach  
Coordinator

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**Executive Director:** Alli Schuch [fountainckdist@gmail.com](mailto:fountainckdist@gmail.com) (719) 650 - 7474

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**Additional Contacts** (include email and phone for each):

Jordan Witteveen, Admin Assistant, [fcwdaa@gmail.com](mailto:fcwdaa@gmail.com), (704) 763 - 9876

### **How will you support your fellow during what may be their first professional experience?**

The fellow will receive support facilitated by effective communication, collaborative teamwork, and mentorship, fostering a conducive environment for personal and professional growth. The fellow will have weekly check-in meetings with their supervisor and monthly on-on-one meetings with the Executive Director to address progress, set goals, and offer guidance. They will also participate in team meetings and have access to mentorship opportunities, both within our organization and with community stakeholders. Our hybrid format allows for in-person collaboration (including in person "co-working" days) as well as remote flexibility, giving them a balance of independent work and team support.

### **What professional development opportunities will be provided for your fellow?**

Please provide details about learning goals which will be achieved or how this participation will enhance their capacity to do the required work. Also indicate if financial support from PIFP is necessary, or helpful, to ensure their participation in these professional development activities.

The fellow will gain experience in outreach, environmental education, communication, and community engagement at events. They will develop social media skills and learn project management by assisting with program planning and promotions, including Creek Week preparations and registrations. They will also learn to manage information and communicate watershed health topics to various audiences, including website accessibility updates and maintenance. They will engage with our many community partners (businesses, non-profits, schools, etc.), as

well as the 9 member governments that we support - providing a broad cross-sector experience.

We will support the fellow in developing critical thinking and problem-solving skills through the role's independent tasks. Training opportunities will broaden their understanding of watershed issues and help them build a professional network. The fellow will engage with community stakeholders and expand their network through our established connections.

Financial support from PIFP supporting costs for things such as conference attendance, trainings, and mileage for events, would support access to professional development opportunities for the fellow.

### **How can PIFP assist you in setting your fellow up for success?**

Maintaining open communication and responsiveness will be supportive throughout the yearlong fellowship. Providing resources that enhance project management, capacity building, and leadership skills for the fellow would be valuable. Establishing a network of fellows and/or partner organizations could foster peer support, in which challenges, growth, and insights could be discussed, and collaboration among participating organizations could be fostered. Additionally, funding support for conference fees or specialized training in community engagement and environmental education would contribute to the fellow's professional growth and effectiveness in their role.

### **What else should we know about your organization** (e.g., staff transitions, training opportunities, etc.)?

About the Fountain Creek Watershed District:

The Fountain Creek Watershed District was established as a Special District in 2009 to protect and enhance the health of the Fountain Creek Watershed, stretching from Palmer Lake to Pueblo, Colorado. To date, the District has completed over \$35 million dollars in creek restoration work, has established Colorado's largest watershed-wide cleanup program (Creek Week), launched the state's only Brewshed® Alliance, and serves as a collaborative partner across multiple jurisdictions.

We are a small but mighty team of dedicated, passionate, collaborative achievers who are working to protect water – our most important and threatened natural resource - for the thriving life of the watershed and all it touches.

Fellowship Training: The initial weeks of the fellowship will be dedicated to onboarding, which includes comprehensive training on the role, guided tours of District project sites, background on the organization, training on programs, and more. The fellow will have the advantage of direct collaboration with their supervisor and will also have opportunities to engage with other team members, community partners, and District committee members.

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## WAGES

In January 2026, the Denver minimum wage will increase to \$19.29 per hour. As the cost of living in Colorado continues to rise, we ask all PIFP organizations to commit to a minimum of \$16.75 per hour. We hope this will reduce the barriers some students face in choosing to participate in PIFP as the cost of living for a single in Colorado far exceeds our state minimum wage.

For project-based micro-fellowships, please consider the anticipated hours it will require to complete this project and if an hourly wage or equivalent stipend would work best for you. Other considerations might be the cost savings of taking this project off another staff member's plate, the level of skill or experience required to do the task, the value added of project completion, etc. We do expect that all PIFP experiences receive compensation.

**If this wage expectation will lead to hardship or your inability to participate as a PIFP partner, please contact Andrea Culp, PIFP Director, to discuss your concerns. You should also indicate below if a capacity grant is necessary in order to meet this expectation.**

With this information in mind, **please share your expected budgeting plan for hourly wages** (Anticipated hourly wage multiplied by the number of weeks multiplied by the number of hours/week - i.e. \$20 hr x 50 weeks x 35 hr/wk = \$35,000) **or explain your plan for stipend payment:**

\$17/hour x 52 weeks x up to 40 hours/week = up to \$35,360, plus work-related mileage reimbursement.

We would like to apply for a capacity grant in the full amount of \$7500 to support the hourly rate and mileage. Our organization does not offer health benefits and we will not be able to provide that for the Fellow. We could additionally supplement their \$17/hour rate with a stipend for health coverage if we could secure the additional funding. We would like to offer more than the minimum hourly requirement considering we do not offer health benefits.

### Yearlong Fellow Benefits

Yearlong Fellows should have equivalent medical benefit options as those provided to other employees of your organization. If you are applying for a yearlong fellowship, **please share the benefit provider, basic details, or a website** where we can learn about the medical benefits offered:

N/A – see answer to the previous question

While PIFP recognizes that cost of living is a significant challenge for fellows and encourages partner organizations to prioritize remuneration, we understand that it may be more reasonable for organizations to supplement wages with additional benefits. (e.g., a monthly rent stipend, gym membership, bus pass, cell phone

allowance, etc.) **Please describe any additional benefits** you will offer your PIFP Fellow:

- Mileage Reimbursement
- Training opportunities/conferences
- Flexible schedule and ability to customize learning outcomes
- Accrual of PTO
- Paid Holidays

**What is your organization's primary funding source(s) and how will it fund the PIFP fellowship?** Please also explain any potential changes to these funding sources throughout the duration of the fellowship.

We have included a year-long Fellow as a line item in our general budget for 2026.

\*If you are new to PIFP, or have not participated in the last 2 years, please include a copy of your **IRS determination letter** with your complete application.

**PIFP offers limited capacity grants to supplement the cost of hiring a fellow.**

Capacity grants are prioritized for yearlong fellowships. Yearlong host partners may be considered for up to \$7,500 this year. In extreme circumstances, capacity grants may be considered for summer fellowships. Requests will be evaluated based on demonstrated financial need, number of partners requesting capacity grants, and preference to organizations who have not received this grant previously. *Organizations should begin to plan the fellowship into their budgets in subsequent years and not expect the same capacity grant year after year.*

**Does your organization REQUIRE a grant to assist in covering the fellow's salary?**

YES

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NO

☐

**If YES, what is the amount requested?** (maximum \$7500 for a yearlong fellowship)

\$7,500

**Share any additional information you would like us to consider when determining your need for this capacity grant:**

We have had a PIFP fellow for the past 8 years, and our capacity is growing as an organization. The Fellows have always been a wonderful addition to our Team; we had our first yearlong Fellow last year, and she has played an invaluable role in creativity, dependability, and collaboration. Having experienced the profound benefit of having a Fellow as part of the Team for the past nine months, we desire to apply for another yearlong Fellow. We have a very limited budget and lack

sustainable funding, so we continually seek opportunities to supplement our staffing needs

**Please complete the separate Fellowship Job Description form  
no later than January 22, 2026.**

The job description should include all of the information provided for applicants. Please be as detailed as possible. The more specific you are, the more applicants are able to determine their interest and alignment with your organization as well as the skills and qualifications they will bring to the role.

At the bottom of the Job Description, you can include ONE supplemental essay question you would like candidates to answer. This supplemental essay should be something specific to your organization or the work your Fellow will be doing. Responses to the following questions are included in the PIFP Application for all candidates. A supplemental essay question should be more specific than what will already be provided:

1. Write a short personal summary. (This summary should include any information or past experience which has led to your interest in this organization.)
2. Identify your top 5 skills and briefly explain how they will benefit this organization.
3. Explain how a PIFP fellowship with this organization would be a step in reaching your future goals

## Organization Agreement

By applying to host a PIFP Fellow, you are agreeing to the following:

- We/I will inform the PIFP Director of any changes to the Job Description or our ability to participate in PIFP before applicant interviews begin or as soon as possible thereafter to ensure appropriate updates and details are conveyed to students throughout the interview and hiring cycle.
- To the best of our/my knowledge, the organization is in a stable financial situation and will be able to fulfill its commitment to pay and provide the agreed upon benefits to the hired Fellow for the agreed upon duration of their fellowship.
- We/I acknowledge that the organization is a recognized Colorado non-profit in good standing with the state and IRS.
- We/I will communicate promptly and consistently with the PIFP Director, student applicants, and hired Fellow, throughout the duration of the hiring cycle and this partnership. This includes changes to expectations, supervision and staffing at the organization, or any

organizational changes that directly impact the Fellow and/or this PIFP partnership.

**Type your name acknowledging  
agreement to the above:**

Mary Wilson

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12/10/25

**Date Application completed:**

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**For questions or to submit applications:**

Andrea Culp, Director  
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