

# Out

BOULDER

PH: 303.499.5777

www.outboulder.org

# 2011 ANNUAL REPORT

2132 14TH STREET  
BOULDER, CO 80302



## From the President

What an exciting time to be a part of Out Boulder! As I look back over last year and forward into this one, it feels to me like we are reaching a tipping point in our struggle for equality. From the 2011 repeal of the military's DADT to the spread of anti-bullying campaigns in local schools, greater acceptance is the order of the day. That makes me happy about the work we're doing. As I see it, strong LGBT communities contribute essentially to this social progress. And I know that Out Boulder contributes essentially to making our LGBT community stronger.

How do I know that? Because creating connection is what makes a stronger community and that's what Out Boulder does best. Serving on the Board, my mantra has been, What can we do better to help our community *find* out, *help* out, *get* out? For that is the basis, the essence, of connection on an intellectual, spiritual, and physical level. So how do we do it? Through our website and social media outreach, Out Boulder gets the word out. While we make happen our own social and educational events, we have also expanded upon our longterm partnerships with other organizations to help make their events more successful. I see only more collaboration like this in the future.

Expanding our service to the community has required some structural enhancements. In 2011, Out Boulder managed its vital human resources through some role changes, but also the addition of a new support staff position. None of the work that Out Boulder does happens without the hard work and dedication of our talented staff!

Mark your calendars for Colorado Gives Day, Tuesday, Dec 4! Last year Out Boulder received \$2,500 in donations on this statewide day of giving.

Out Boulder is very lucky to have a community center right in the heart of downtown Boulder. Providing a safe and welcoming space—for LGBT youth, in particular—is an important function of our organization. In 2011, significant improvements to maintain the structural integrity of the building were made. (Thank you, First United Methodist Church!) In addition, a new flat-screen TV, updated furniture, and computers help to make this historical structure an inviting place for groups to meet. In 2012, we plan to continue this trend with exterior improvements that will make 2132 14th Street something truly to take Pride in!

So much happening...so much support from people like you! We thank you for that and for the opportunity to serve this wonderful Boulder County community that we are lucky to call home. We cannot do this work without you. Together, let's move toward that tipping point and beyond.

Laura Edwards, President of the Board

## From the Executive Director

Dear friends,

One important theme at Out Boulder for the last couple of years has been "Allies." We realize allied support is vital in any struggle for equality. How do we reach out to our allies? How do we become allies *for one another* within the rich variety of the LGBTQ community? How do we stand as allies to *other* communities who have different struggles but similar desires for equality and respect? As a community center, we strive to deepen these outside connections and build successful partnerships. Examples of this include our Ally Initiatives, led by Out Boulder Board member, Kathleen Sepeda, and our joint effort with Boulder Valley Safe Schools and Manhattan Middle School to launch the most successful ally program in the county in a middle school. And we cannot forget the many allies who serve as volunteers at the board level and in the office.

This year Out Boulder begins formal appreciation of the vital role allies play in our struggle by creating a new annual award. 2012's inaugural honor will recognize Clela Rorex. As Boulder's city clerk in 1975, she issued the world's first legally-administered marriage licenses to same-sex couples. At the time of her foresighted and courageous action, Ms. Rorex received widespread publicity and criticism. She stood up for the LGBTQ community in 1975 at great risk to herself and her career. Yet she never wavered from her stance that she was willing to accept personal risk in the service of fairness. Each year going forward we will recognize a community member who embodies her spirit of courage and foresight with the Clela Rorex *Allies in Action Award*.

In solidarity,



Acila Lewis, Executive Director

### **Mission and Vision:**

The vision of Out Boulder is that Boulder County serve as a model of equality, respect, and well-being for LGBTQ people. To achieve our vision, our mission is to foster safe environments for self-expression, gathering, support, and dialogue; advocate for social justice; collaborate with others who share our vision; celebrate the contributions of the many facets of our community; and educate the public about the experiences of LGBTQ people.

### **Important dates!**

Barn Dance, June 9

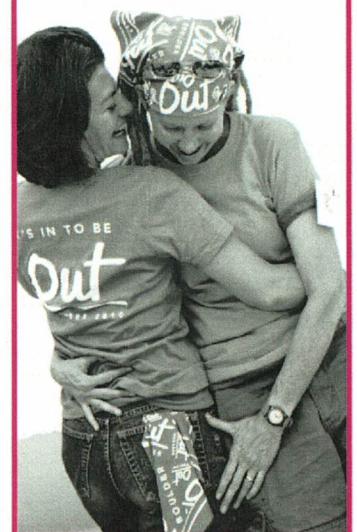
Pridefest, Sept 16

Reading of *8, the Play*, Dec 6

**Congrats to our 2012 Big Hearts Award Recipient: Frank O'Caná**

### **Volunteer Hours**

Out Boulder is delighted to report \$96,965 as the value of our 2011 volunteer hours. Volunteers form the core of the Out Boulder team, doing everything from coordinating key aspects of Pridefest to cleaning the Pridehouse.



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## 2011 Program Highlights

2011 was a year of growth for Out Boulder. It was indeed our first full year as Out Boulder and we saw our organization showing hints of the broader reach that our renewed vision and mission will have in the future. While continuing to operate and develop existing programs, Out Boulder initiated new collaborations and began to flex its community-building muscle. 2011 also saw Out Boulder organization and staff winning recognition for the work that we do in the community.

### Existing Programs:

**Speaking Out** panels and community trainings reached approximately 1950 people over the span of 2011. **BOLD** saw a consistent number of youth participants (averaging 37 per month!) in all of its activities throughout the year, from the annual film project to Volume 2 of the Zine. **Pridefest** saw big changes this year, moving for the first time to our new venue, Boulder Central Park. We have listened to your feedback and next year's event is already promising to be even better. Attendance for 2011, including events spanning the city-recognized "Pridefest Days" weekend, was estimated at over 3000 people. The **Happy Hour** tradition (averaging 25-30 people per month) continued in 2011, venturing to new venues and working to be more consistent in our offerings for East County.

### Notable:

The **USHMM Exhibit** of the Nazi Persecution of Homosexuals at Boulder Public Library is estimated to have been visited by 15,188 people. The impact was enormous, raising our visibility and outreach. Out Boulder stepped in to help raise awareness for Richard Noble's "Walk Across America" mission to gain support for a modernization of the Civil Rights Act of 1964 to include sexual orientation and gender identity. Special guests for this event were the Mayor of the City of Boulder, Susan Osborne, and US Congressman Jared Polis, along with approximately 25 community members. **Trans Awareness Week** was another notable series of events for Out Boulder in 2011. Over seven days, ten events drew approximately 400 people.

Out Boulder co-sponsored the first annual Life and Death (LAD) Film Festival to great community response. Out Boulder coordinated a community panel and discussion following *The Suicide Room*, a film that deals with the effects of bullying on youth perceived to be LGBTQ and the unfortunate yet common suicides that follow. Approximately 70 people attended the two LGBTQ films and 12 people participated in the panel discussion.

Recognition for our organization and staff was also notable for 2011. Out Boulder received Colorado HRC's Partners in Equality Award. Our Executive Director was named in GO Magazine's "Women We Love: Class of 2011," being recognized for her role in taking initiatives to bring the LGBTQ movement to a new "level of inclusivity." And our Program Director was included in *Out Front Colorado's* list of the 45 most influential members of the LGBTQ community in Colorado. Out Boulder partnered with BVSSC and CU to create "Celebrating Queer Identities: Living Great, Being Terrific." Including nearly 100 people, the one-day conference focused on the importance of including a positive, celebratory component to the conversation about LGBTQ experience, in addition to the prevalent discussion of oppression and victimization. Out Boulder, together with PFLAG, have stepped up our efforts to serve the Latino and LGBTQ communities in Longmont. One result of this collaboration is the Latino/LGBT Community Forum. By focusing on community topics that highlight the intersections of these two communities, this forum promotes the nurturance of both. The first panel of the series, "Homophobia, Racism, and Segregation," was attended by 50 people. Our next forum topic will be "Keeping Families Together."

Board-led events were also a great success this year. Notably, June's first annual **Barn Dance** was held in Longmont and drew about 150 people. This intoxicating summer night of fun, dance and music is set to become another signature event for the organization!

Out Boulder's **Ally initiatives** has opened new avenues for Out Boulder to be of service to our community. With the support of our board, we held two adult

## 2011 Program Highlights (continued)

trainings/fact-finding missions to further develop the program, attended by 25 people. The Ally Initiatives also helped open the door to Manhattan Middle School to Out Boulder. At Manhattan, we have been able to help in the rapid expansion of their ally group from an average of 30 student participants per week to close to 100. In addition, Out Boulder was integral in the creation of a school-wide assembly (500 students) that addressed the impact of bullying on all who attend the school.

### Some of our 2011 Partners include:

ADL, SPAN, LAD Matters Film Fest, BVSSC, Intercambio, VOICE, INVST, Naropa University, CU-Boulder, Rainbow Elders, Interfaith AIDS Coalition, BCAP, FUMC, OASOS, El Comite, El Centro, Longmont Progressive Center, Boulder Valley Women's Health, One Colorado, Bent Lens.



### 2011 Board Members

Cris Jones, President  
Laura Edwards, Vice President  
Rose Bodin, Secretary  
David Lampe, Treasurer  
Dave Ensign  
Ann Noonan  
Todd Burluson  
Mat Somers  
Ron Gould  
Lester Wall  
Kathleen Sepeda  
Cami Dodson

### 2012 Board Members

Laura Edwards, President  
Ann Noonan, Vice President  
Lester Wall, Secretary  
Ron Gould, Treasurer  
Kathleen Sepeda  
David Lampe  
Rose Bodin  
Glenn Waneka  
Mary Dineen  
Cami Dodson

### Staff

Aicila Lewis, Executive Director  
Mauricio Shoup, Program Director  
B. Mann, BOLD Program Coordinator  
Jen Spolnik, Office Manager

### Location

Out Boulder is located at  
2132 14th Street.  
Our mailing address is  
PO Box 1018; Boulder, CO 80306.

## 2011 Financial Report

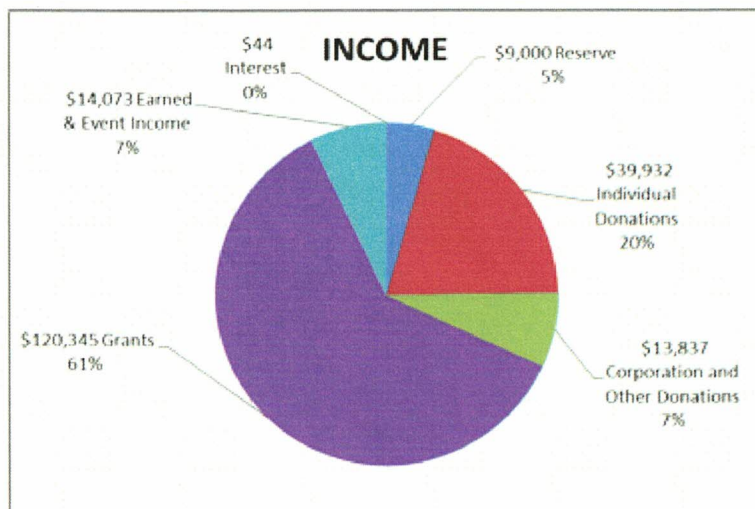
Out Boulder yearly income has shown healthy financial growth over the five years of publication of the Annual Report, going from \$127,204 in 2007 to \$218,340 in 2010 and \$197,232 in 2011. The \$21,108 income decrease from 2010 was primarily from a decrease in 2011 grant income, which the board anticipated and sought to offset with increases in individual and corporate donations. Ultimately, mission commitment and access to strong cash reserves encouraged the 2011 Board of Directors to approve a \$17,600 deficit budget that included funds to strengthen the implementation of Out Boulder's mission and hire a new office manager. By the end of the year, the actual draw from reserves was only \$9,000. Of particular note, the 2011 budgeted estimate of \$22,500 in individual cash donations grew to \$38,520 actual by year's end. This growth can be attributed, to a great extent, to the "Circle of Giving" campaign launched by Executive Director, Aicila Lewis.

As in the recent past, the largest source of income continued to be from grants, this year from the following generous sources:

Gill Foundation	\$38,695
Open Door Fund	\$10,000
Boulder County	\$20,000
Polis Foundation	\$10,000
City of Boulder	\$10,850
Bright Mountain	\$ 7,300
Denver Foundation	\$10,500
Bamboo Fund	\$ 2,000
Buck Foundation	\$10,000
Community Foundation	\$ 1,000

In sum, 2011 income was received as follows: Grants \$120,345 (61%), Individual, Corporate and other Donations \$53,769 (27%), Events and Interest \$14,118 (7%) plus the Reserve Draw of \$9,000 (5%).

Funds received in 2011 allowed the implementation of 10 *Events* including our signature Pridefest block party celebration, the spring Garden Party and fall Wine Tasting, the Barn Dance and Red Party, various Family Events and House Parties, as well as the singular Holocaust exhibit; 16 *Programs* including BOLD, the Ally Initiatives, Communications, Community



Engagement, Discussion Groups, the popular Happy Hours, Transgender Awareness, and the county-wide SpeakingOUT program, to name a few; and 13 *Activities* including Board Development, Capacity Building, Program Development, Training and others, plus General Administration.

The 2011 expenses were incurred in the following traditional accounts and distributed across the above-described 40 functional categories.

### TRADITIONAL ACCOUNTS

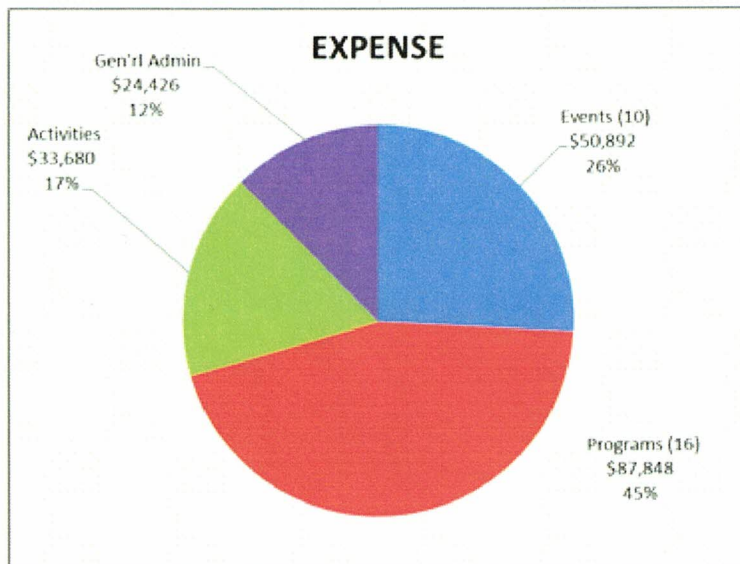
Operations	\$ 53,160	27%
Events (non labor)	21,309	11%
Contract Labor	16,874	9%
Professional Fees	2,540	~1%
Payroll, Benefits	<u>102,962</u>	<u>52%</u>
TOTAL	\$ 196,845	100%

### FUNCTIONAL CATEGORIES

Events (10)	\$ 50,892	26%
Programs (16)	87,848	45%
Activities (13)	33,680	17%
Gen'l Admin	<u>24,425</u>	<u>12%</u>
TOTAL	\$ 196,845	100%

Two (typical and standard) observations are noted: Personnel (staff and non-staff) and Staff Benefit expenses were 62% of total, and General Administration was 12% of total. Regarding the latter, it is satisfying

## 2011 Financial Report (continued)



to report that 88% of Out Boulder expenditures are for *Events*, *Programs* and *Activities*.

Out Boulder's signature event, the Pridefest celebration, accounted for the vast majority of *Events* expenses. Under *Programs*, the BOLD program was more than a third of expenses, followed by Community Engagement, Communications, Community Relations, and Out Boulder's signature program SpeakingOUT. Within *Activities*, Capacity Building, Donor Development, Grant Writing and Rebranding accounted for about two-thirds of the expenses.

A focused effort was made in 2011 to record and analyze the distribution of effort by the Out Boulder staff. That distribution indicated that 13% of effort was for *Events*, 53% for *Programs*, 19% for *Activities* and 15% for General Administration. (It needs to be noted that the contractor for the BOLD program was treated as staff and, indeed, joined the staff in 2012.) The total staff effort was about 4,700 hours in 2011; equivalent to about 2.3 FTE (full-time-equivalent), using the 2,080 hours per year standard.

### PLANS FOR 2012

The finance-related plans already in place for 2012, Dear Reader, involve you. First and foremost is the effort to expand the number of Out Boulder's supporters in the Circle of Giving from the current 20 members to 50 members. Over the past five years Individual Donations have ranged from \$13,820 in 2007 to \$38,520 in 2011. For 2012 the goal for Individual

Donations is \$50,000, including those from members of the Circle of Giving. Please consider joining this group of committed people who are helping stabilize Out Boulder's income stream. The Out Boulder web site is one place to start; calling Aicila at Out Boulder is another; talking to any Out Boulder Board Member is a third.

Mark your calendars for September 16, when the 9th annual Out Boulder Pridefest will be held in Boulder Central Park, along 13th Street. This will be the second year that Pridefest is being held "in its own space" instead of on the Pearl Street Mall in front of the Court House. Please join your friends and community for a bigger and better Pridefest this year.

A new fund-raising initiative has resulted in a Boulder Dinner Theater evening scheduled for November 3rd for the closing night of their production of Avenue Q. This initiative will be a joint effort of Out Boulder and the Boulder County AIDS Project. Proceeds from this event will be shared between the two organizations. Watch for details on the Out Boulder web site and the Out Boulder e-Newsletter.

### Support our Programs

Giving to Out Boulder is easy. You can donate on our website at: [www.outboulder.org/donate.htm](http://www.outboulder.org/donate.htm)

You can also set up a recurring charge on your credit card by contacting:  
Aicila Lewis at 303-499-5777 ext. 1

Out Boulder is developing a plan to host a professional reading of *8, The Play* on December 6th. *8, The Play* is based on transcripts of the judicial proceedings surrounding California's Proposition 8, which passed in 2008. The play will be directed by Colleen Mylott who is well known for directing *The Laramie Project*. It will be held at the Nomad Theater and ticket details can be found on the Out Boulder web site, [www.outboulder.org](http://www.outboulder.org).

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## Thank you for your support

### 2011 Corporate Donors:

Am760  
Amgen  
Anti-Defamation League  
Avery Brewing Co.  
Babes Around Denver  
Barefoot Wine  
Bent Lens Cinema, Inc.  
BIBA  
Boulder County Democratic Central Committee  
Boulder's Dinner Theatre  
Breadworks  
Ciolo Foods  
Daily Camera  
Denver Designer Cakes  
First United Methodist Church  
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Rebecca's Apothecary  
Rueben's  
Spruce Confections  
The Fox Theatre and Boulder  
Theater  
The Gender Identity Center Of  
Colorado  
Vermilion  
Wellsfargo Foundation  
Yellowscene Magazine

### Grantors:

Boulder County  
Brett Family Foundation  
Bright Mountain Foundation  
City of Boulder: Youth Opportunities Advisory Board  
City of Boulder: Human Relations Commission  
Community Foundation: Open Door Fund  
Community Foundation: Community Trust  
Community Foundation: ELI Impact Fund  
Community United Church Of Christ  
Denver Foundation  
Fidelity Charitable Gift Fund  
Gill Foundation  
Giving First  
Jared Polis Foundation  
Longmont Community Foundation  
The Peter & Carmen L. Buck Foundation

### Happy Hour Hosts:

Martini's Bistro  
Tutti's  
Lucky Pie  
Hapa Sushi  
Shugs  
Bitter Bar  
Absinthe House

### Special Thanks:

Deidre Saddoris, Volunteer Volunteer Coordinator  
Caitie Miller, INVST Intern  
Shannon Cleary, INVST Intern  
Emily Draving, Speaking OUT Intern  
Carol Kobel for her dedication to keeping the  
Pridehouse shipshape.  
Dave Ensign for his 6 years of service on our board  
and in the community  
Cathy Busha for her work as our Program Director  
and Co-Executive Director.  
Kyel Inselman, BOLD Film Project Assistant

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## Thank you for your support

### Individual Donors:

Alber, Chad  
Anne, Mary & Wall, Leonard  
Anonymous  
Arce, Alexander  
Arce, Caitlin  
Ascher, Joy & James  
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Crede, Herbert A  
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Lombardo, Theresa  
Madison, Doug  
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May, Michael W  
McCarus, Ray  
McFadden, Jill & Tapp, Anne  
McMullen, Cindy  
McWhorter, Dennis  
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Mills, Michael  
Morehouse, Robert J  
Morgan, Renee

Moudy, James  
Nick, Robyn  
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Palmer, Dawn L  
Paradiso, Barbara A  
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Smith, Marlene A  
Sommers, Mat  
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Stratton, Heath  
Swett, Alice L  
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Torres, Javier  
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Vinueza, Adam & Bates, Lisa  
Wall, Lester & Greenhouse, Ellen  
Wernet, Carol  
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Wong, Phillip O  
Zuckerman, Amy & Roth, Ronica



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