

2008 Annual Report Boulder Pride



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Boulder Pride's Vision and Mission

The vision of Boulder Pride is that Boulder County serves as a model of equality, respect, and well-being for lesbian, gay, bisexual, transgender, and questioning (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.



Letter from the President

What an amazing year 2008 was for Boulder Pride! We have much to be thankful for, celebrate, and share with you.

Top of mind for many of us is the economy. We have responded to the current economic environment by sharpening our focus on our strategic goals. We appreciate all of the support of our community, the hard work of our staff and volunteers, and the leadership of our board. Because of you, we have been able to provide quality and meaningful opportunities for protest and celebration, education and health improvement, collaboration and coalition, and greater enjoyment of life in Boulder County. Here is a snapshot of our 2008 accomplishments.

We worked to stabilize our organization. In the spring, Aicila Lewis joined us as our permanent Executive Director. She worked with our talented and well-connected office staff to create a powerful community center out of our downtown Boulder Pride House. Our fiscal management allowed us to grow our revenue in 2008 – by 19.5%. We continue to monitor our situation and are confident we will achieve the support we need to continue all our services in 2009.

We increased the impact of our SpeakingOUT program. We coordinated panels for over 80 classes from middle school through college to prevent homo-, bi- and transphobia.

We achieved a full year of groundbreaking SmokeFree LGBTQ programming. In a statewide collaboration of LGBTQ community centers, we conducted a tobacco-use community needs assessment; ran a community-action theater project; and organized a street outreach team. Our work culminated in the nation's first tobacco cessation class designed specifically for lesbian, bisexual, and transgender women.

We increased our advocacy efforts and organizing for social justice. We were part of forming a statewide collaboration, the glbt Community Action Network (glbtCAN), to improve our ability to create a strategy for equality in Colorado. We also organized a rally in response to the passage of California's Proposition 8 that drew close 1,000 attendees and represented the broad spectrum of voices within our community.

We refined our approaches to our five signature events: February's Red Party, the Garden Party in May, our women's summer P-Word Party, the PrideFest Block Party in September, and our winter Wine Tasting. We hope to see you at one or all of our events in 2009.

We heartily thank outgoing President Casey Gallagher, for his years of service to Boulder Pride. Thanks to all of you and kudos for making Boulder Pride the organization you want us to be. As you can see, we've put your generous donations of time and financial support to good use. With your continued help, we look forward to an even brighter 2009.

Amy Zuckerman

President

Giving to Boulder Pride is easy. You can donate via paypal on our website: <http://www.boulderpride.org/bp/support/donate.html> You can also set up a recurring charge on your credit card by contacting our office. We appreciate your support in advance!

Our Programs are Aligned to Our Mission and Vision

Boulder Pride fosters safe environments for the LGBTQ community for gathering, support, self-expression, and dialogue. Our Pride House Community Center provides both a safe space for LGBTQ community groups to meet, and a location for community empowerment and advocacy events. Boulder Pride provided assistance to close to 600 individuals in 2008 through our Center's activities.



Boulder Pride advocates for social justice by building collaborative relationships in the community.

In 2008, our advocacy efforts ranged from local initiatives in partnership with a broad coalition of organizations; forming a statewide action network with other LGBTQ service organizations; co-sponsoring a town hall meeting with Equal Rights Colorado; and supporting local groups in their efforts to improve the quality of life in Boulder County for all people. As part of the national response to the passage of California's Proposition 8, we held a rally in downtown Boulder that drew close to 1,000 participants.

We participate in:

- Gill Foundation Leadership Convening (via a technical support grant)
- Statewide LGBTQ Centers Action Group
- SmokeFree collaboration of Colorado
- Boulder Community United
- Strategies to End Oppression
- Partnerships with other organizations working in the progressive community
- The C3 Roundtable



Our annual signature events celebrate visibility and diversity for the LGBTQ community and our allies in Boulder County. PrideFest draws over 150 sponsors and vendors and 2,000 attendees annually. In addition to monthly Happy Hours every third Thursday at Boulder's b.side Lounge, our annual Garden Party, and a Winter Wine Tasting, and Boulder Pride launched our very successful women's "P-Word Party" benefit this year. In 2008 Boulder Pride published a Pride calendar with almost 20 activities. In addition to our comprehensive and topical "e-Lert" announcements, Boulder Pride participates in several social networking sites and keeps an active blog (www.boulderpride.blogspot.com).

Boulder Pride provides direct services for both youth and adults. In 2008, Boulder Pride's SmokeFree GLBT worked hard to eliminate cigarette smoking among our community members. "The Last Drag Class" provided a culturally competent smoking cessation program at the Boulder Pride House. The SmokeFree LGBTQ street outreach team and the "Gay American SmokeOut" booth at PrideFest hit the streets. Boulder Pride participated in statewide tobacco-free policy work, the Smoke-Free Tribute/Memorial Project, the SmokeFree Cruiser Ride for Pride, media relations, and marketing. Boulder Pride proudly met 100% of its ambitious SmokeFree goals in 2008.

The goal of the **Boulder Out Leadership Development (BOLD)** is to help youth thrive and flourish in their personal lives, and in the broader community. Boulder Pride accomplishes BOLD's goals by offering opportunities for leadership, social justice education, advocacy, volunteering, social events, and special projects. The Director's Journey, an LGBTQ youth film project, is the first of its kind in the Rocky Mountain region. Through the program, local youth learned how to communicate their lives and experiences through video-making – scripting, filming, editing, and screening their own movies.

Our newest program, the **Workplace Equality Project (WEP)** provides training and education on the topic of sexual orientation and gender identity to local organizations. WEP was formed in response to repeated reports from Boulder County residents that they have been harassed, fired, and denied equal opportunity in their workplace because of their actual or perceived gender identity and sexual orientation.



Thank you Kirsten Spielmann, left, for her dedication and program direction over the years!



SpeakingOUT is Boulder Pride's well-established, all-volunteer LGBTQ educational speakers' bureau. SpeakingOUT's aim is to cultivate awareness and understanding of LGBTQ lives and experiences. The mission of SpeakingOUT is to combat homo-, bi-, and transphobia before it takes root. The program continues to enjoy strong support from Boulder Valley Public Schools. Through its speaking engagements, SpeakingOUT reached approximately 2,000 community members in 2008.

Boulder Pride's **LGBTQ Communications Program** currently provides a weekly e-newsletter, which serves as a lifeblood regarding LGBTQ news and upcoming events in Boulder County. This comprehensive electronic newsletter is emailed directly to 2,500 persons. Pride has also sends special alerts on key issues to mobilize community members on short notice.

We're enthusiastic about the new initiatives we'll be taking on, and look forward to getting feedback from the Boulder community on all of our new horizons. We look forward to continuing our work with local organizations, our Workplace Equality Project, and leveraging the power and support of our allies in 2009.

2008 Financial Report

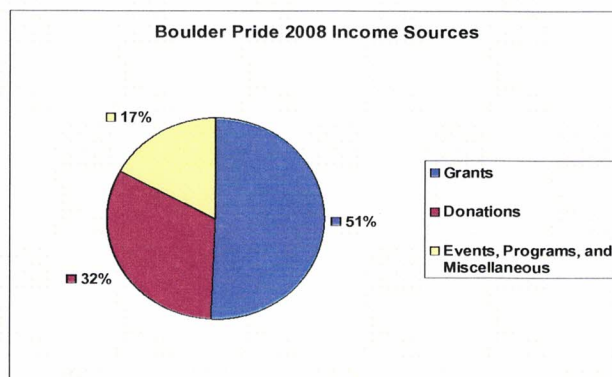
Boulder Pride had another successful year in 2008 from a financial perspective, with revenue growing 19.5% over 2007. Once again, we finished the year "in the black" with a profit of \$4,872. Total income for the year was \$151,924, and the total expenses were \$147,051. We owe a debt of gratitude to our generous donors and grantors, as well as to our exceptionally frugal staff, for helping us achieve this amazing growth rate while maintaining financial strength. 2008 was a period of stabilization for Boulder Pride. Aicila Lewis joined Boulder Pride as our permanent Executive Director. In 2009, Boulder Pride is well positioned for increased stability and has excellent prospects for continued future growth.

Boulder Pride's revenue fell into 3 major categories: grants, donations, and income from events, programs, and miscellaneous. Events, programs, and miscellaneous made up 17% of our income. This category includes sponsorship of our programs, ticket sales to our events, vendor fees, and a small amount of merchandise sales.

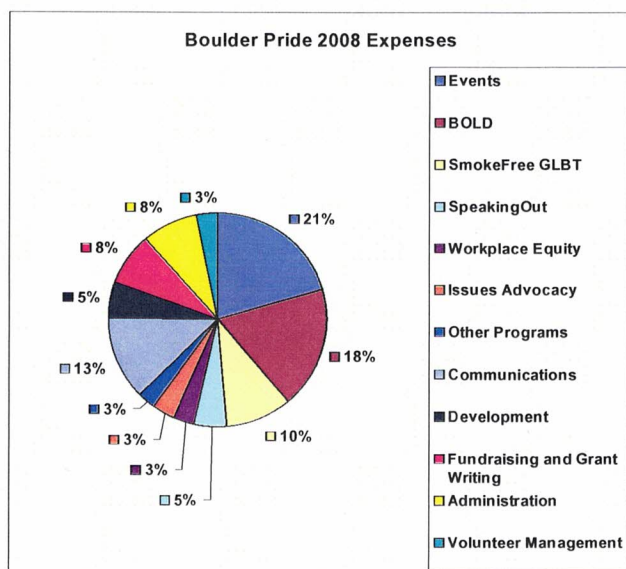
Donations accounted for 32% of our income and came from individual donors in the community as well as our corporate sponsors. We continue to strive to increase the amount of revenue achieved through donations, and appreciate the help from our community to make that happen.

Grants continue to comprise the largest source of revenue for our organization, at 51% of income. In 2008, we had a big jump in our ability to bring in money in this category due to the excellent work of our program director, Kirsten Spielmann. The sources of our grants were as follows:

GLBT Community Center of Colorado	\$21,129
City of Boulder	\$14,022
Gill Foundation	\$13,478
Denver Foundation	\$ 9,331
Buck Foundation	\$ 7,500
Community Center Open Door Fund	\$ 6,900
Boulder County Drop in the Bucket	\$ 3,282
Oswald Family Foundation	\$ 1,000



In 2009, we will be continuing to work with our existing grantors, and continue to expand the diversity of grant sources and are eternally grateful for all of the community support we have received to date!



Our expenses are a reflection of Boulder Pride's priorities, and our programs continue to be the top area of where we invest our dollars. 42% of our expenditures went to our core programs, and another 13% to communications including community outreach. This year, the BOLD program took the No. 1 spot in expenditures, with two successful film projects occurring within the fiscal year. BOLD was followed by SmokeFree GLBT, SpeakingOut, and the Workplace Equality Project.

This year we categorized Issues Advocacy with our core programs. Issues advocacy, and other programs (such as discussion groups), each took up 3% of our expenses. Boulder Pride committed the second largest amount, 21% of 2008 expenditures, to cover event costs. Our signature events such as PrideFest and The Red Party brought in significant individual and corporate donations.

Boulder Pride's fundraising, including grant writing and administrative costs, took up a lower percentage of our expenditures this year, at 8% each. We added volunteer management as a new category of expenses, and that took up 3% of our budget. We are proud of our ability to keep Boulder Pride's overhead costs low, as demonstrated by the reduction of our fundraising and administrative costs this year.

Plans for 2009

Boulder Pride's budget for 2009 reflects a 7.5% growth plan. This is a fairly aggressive plan, but significantly more conservative than the growth we realized in 2008. We are confident we are well-poised to achieve this plan due to the following:

- Stability and strength of our Board of Directors and a new financial commitment to Boulder Pride
- Increased funding for our services and programs
- Overwhelming community desire to participate in some of our signature programs such as SmokeFree, and BOLD's youth film and video project
- Expanded partnerships with other community, corporate, City, and County government organizations

We will be reaching out to all of our generous supporters to help us as we grow stronger over the next year and beyond.

2008 Corporate Sponsors

AEG Live LLC
Altitude Spirits
Boulder Financial Realty
Boulder Happy Hour
Boulder Valley Center for Dermatology
Boulder Wine Merchant
First United Methodist Church of Boulder
Fox Theatre
HW Home
Kinsey Sicks
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Roche Colorado Corporation
Sportique Scooters Boulder, LLC
Timbalier Dry Goods
Van Dolce Studios
Vermilion Graphic & Web Communications

Profuse Thanks to Our 2008 Grantors

Boulder County
City of Boulder
Community Foundation and Open Door Fund
Denver Foundation
Friedman Fund of the Tides Foundation
GLBT Center of Colorado
Oswald Family Foundation
Jared Polis Foundation
Brett Family Foundation
The Gill Foundation
The Peter & Carmen L. Buck Foundation

Many, Many Thanks to Our Media Sponsors

95.7 FM The Party
AM760
KGNU
Mike's Camera
OutFront Colorado
The Daily Camera

Our Current 2009 Board Members

President: Amy Zuckerman
Vice President: Cris Jones
Secretary: Larry Hoyt
Treasurer: Dave Ensign

Catherine Chipman
Laura Edwards
Kate Higgins
Daniel Merritt-LeSatz
Keith Robbins
Marlon Reis
George Schafer
Dominic Sekich
Beth Smith
Lester Wall

Email us at
Board@BoulderPride.org



Volunteer Program

The scope of Boulder Pride's work cannot be accomplished without the support of hundreds of volunteer hours. Boulder Pride also has numerous community volunteers who help with administrative tasks, publicity, events, and programming. In 2008, Boulder Pride volunteers contributed 3,850 hours of work valued at \$77,962.

Our History

In 1994, several community organizations in the City of Boulder collaborated on a series of events to celebrate Gay Pride. This collective was called Boulder Pride. As the LGBTQ community grew, the need for Boulder Pride to broaden its purpose grew as well. In 1999, Pride became a state tax-exempt organization. In 2001, Pride received a three year grant from the Gill Foundation to secure a community center and start offering services to the LGBT community. The Community Center opened officially in 2004 and Pride began offering direct services to LGBT youth in Boulder County. Through the consistent and dedicated efforts of Boulder Pride's board, staff, and community, Boulder Pride has steadily grown every year, thus, being able to provide a more diverse array of services and programs to its constituents.



P Party Volunteers 2008

2008 Individual Donors

Suzu Ageton
Anonymous
Susan Ashcraft
Robert Bein
Martin & Louise Bickman
Emma Birath
Cynthia & Ken Birgen
Sally Blaser
Ilene Blum
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Michael Brewer
Gerry Callejo & Michael May
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Sondra Carr
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Catherine Chipman
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