

# Out

BOULDER

PH: 303.499.5777

www.outboulder.org

# 2012 ANNUAL REPORT

2132 14TH STREET  
BOULDER, CO 80302



## From the President

Did you hear about the civil unions celebration on May 1st? This event struck me because it epitomized what I've come to see as the face of Out Boulder: the Facilitating, Advocating, Celebrating, and Educating work that we do. Not only was the event a joyous celebration of LGBT relationships and our progress as a civil rights movement, it was a great example of how Out Boulder educates and facilitates. May 1st would have been historic, no matter what. But thanks to the work of Out Boulder, it was a night many of us will never forget.

Through its various programs, Out Boulder shows its face all year long:

**Facilitating.** The number of groups that meet at the Pride-house continues to grow, even as we support and promote events at other locations. We make it easy for people to come together! Future plans include an LGBTQ Parent group and increased Health & Wellness activities.

**Advocating.** Get-out-the-vote efforts dominated the last part of this election year. But that's not all. We also: provided guidance to a homeless shelter on how to update their policies to accommodate transgender people; appealed to the Boulder City Council to "gross-up" wages for employees with same-sex partner benefits; and organized groups to attend state house hearings in support of civil union legislation.

**Celebrating.** So many Out Boulder programs and events are opportunities for celebrating LGBT culture, creativity, and community. But really one word sums it up: Pridefest! Boulder's 9th annual "gay pride day" expanded last year into... Pridefest Days. The three-day-long event brought together over 2,500 people!

Mark your calendars for Colorado Gives Day, Tuesday, Dec 10! Last year Out Boulder received \$2,800 in donations on this statewide day of giving.

**Educating.** Happenings like "8" the Play—a sold-out dramatic reading of the documentary-style drama (followed by a panel discussion, of course!)—represent our efforts to educate the community. There's also the wide range of resource information we keep on hand at the Pridehouse and on our website. Finally, the Speaking Out program, our local speakers' bureau that brings the story of the LGBT experience directly into school classrooms, is an educational outreach to the larger community—the kind that changes hearts and minds—and is essential to our continued forward progress.

Much work by many individuals and organizations brought civil unions to Colorado. We've come a long way, baby. We know it's not marriage equality, even as we know we will someday reach that goal. But let's also remember that marriage equality is not the end. It's not the end of the advocacy work—not while so many of us still seek justice and acceptance, while gender makes such a difference still. It's not the end of teaching and sharing. And may it never be the end of celebrating.

In solidarity and gratitude,

Laura Edwards, President of the Board

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## From the Executive Director

Dear friends,

Twelve years ago I started working as an activist in the LGBT community and I quickly learned that actual, true, long-term social change is a glacial process. It is measured not in yards but in inches, not in days but in decades. And adapting to that was a painful but important part of staying committed in the years where it seemed like all we did was lose ground. My friend Amy remarked, "This whole Civil Union thing has taken me completely by surprise, slowly." And that is the best description I can offer for the stunned, joyful, acceptance I feel in the face of so much progress over the past several months. Nationally and locally, we have seen LGBT people and causes moving forward with a snowball effect that is wholly surprising when placed against the disappointing election results of 2008.

Working with all of you to make Boulder County a truly inclusive community is a huge privilege. You have, each of you, been an important part of making the daily changes that have led to larger ones we are experiencing. I believe this is just the beginning and I am curious and excited to see what the next 12 months will bring us. I wonder what else will "take me completely by surprise, slowly." Thank you for your efforts and hard work.

In solidarity,



Aicila Lewis, Executive Director

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### *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.

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### Important dates!

Pool Party, July 14

Pridefest, Sept 15

### Congrats to our 2012 Award Recipients:

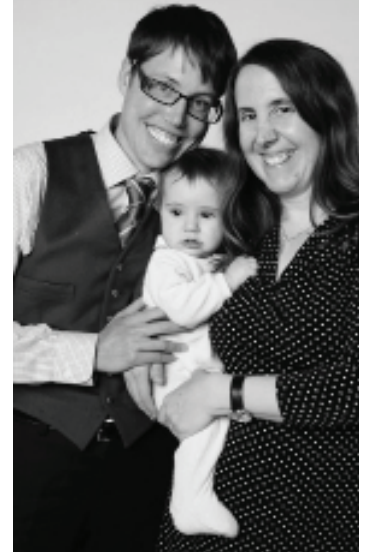
**Big Hearts: Nancy Grimes**

**Clela Rorex Allies in Action:**

**Barb Miller**

### *Volunteer Hours*

Out Boulder is delighted to report **\$104,058** as the value of our 2012 volunteer hours. Volunteers form the core of the Out Boulder team, doing everything from coordinating key aspects of Pridefest to cleaning the Pridehouse.



## 2012 Program & Event Highlights

In November, we held our **6th Annual Wine Tasting** at the beautiful home of Casey and Andrew. This year we celebrated Colorado wines, highlighting local wineries from all over the state. As a special guest we had Doug Caskey, a 30-year wine industry veteran and the Executive Director of Colorado Wines, to present each tasting.

With black-tie service our guests tasted five Colorado wines, paired beautifully with freshly made hors d'oeuvres created in house by local chefs. This intimate tasting was a beautiful gathering of community, filling the home with love and laughter. Our Board President, Laura Edwards presented a special toast to another amazing year of progress for Out Boulder and the goals of our organization into the future.



Out Boulder also led the **3rd Annual Trans\* Awareness Week: Educating and Empowering Our Communities** in Boulder County. The mission of Trans\* Awareness Week is to unite and educate the trans\* community and its allies through workshops, social gatherings, and other events to create a truly inclusive community to inspire and embrace the multigender experience. The events offered this week were a collaboration between many local organizations and community members.

**Speaking Out** continues to give 60+ panel discussions and community engagements at local schools, community organizations, and businesses. The all-volunteer LGBT and Allied educational speakers bureau uses story-telling and personal connections to cultivate awareness and understanding of LGBT lives and experiences. We hold two trainings per year for new volunteers to get involved in Speaking Out.



**Pridefest 2012** was a such a fantastic event. It was a beautiful summer day to enjoy community in the park. With Hey Lady! headlining and Hannah & Maggie coming out from New York we had a hopping entertainment line up. 2012 also marked a big year for growth within our Pridefest celebrations. We kicked off our first annual Dyke March as well as a Cruiser Pride Ride. We had a strong attendance from within the Boulder County community and surrounding areas. There were over 90+ vendors in attendance as well as dozens of amazing volunteers. The park that now hosts Boulder Pridefest feels more like our home now and we're excited to see what next year brings us for our 10-year anniversary.

In December, Out Boulder hosted a one-night-only stage reading of Academy-award winning screenwriter Dustin Lance Black's new documentary-style play, **"8" the Play**, selling out the Nomad Theatre in Boulder. "8" the Play is an emotional exploration of the arguments that swirl around the heated debate of marriage equality in America. Local theater professionals, students from Naropa University, CU-Boulder, and Boulder community members came together to present this exclusive reading. Directly following the reading was a discussant panel of fantastic folks including Dr. Lee Badgett, Rev. Pat Bruns, Brad Clark, Jean Dubofsky, and Dr. Glenda Russell. Their combined contributions made for a truly informative and thought-provoking discussion after the play.

### Some of our 2012 Partners include:

ADL, SPAN, Boulder Life Festival, BVSSC, Intercambio, INVST, Naropa University, CU-Boulder, Rainbow Elders, Interfaith AIDS Coalition, BCAP, FUMC, OASOS, Boulder Valley Women's Health, One Colorado, Bent Lens Cinema, AFER, and SVSSC



### **2012 Board Members**

Laura Edwards, President  
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Glenn Waneka  
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Camille Dodson  
Michael Newton  
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Bonnie Drake

### **2013 Board Members**

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Larry Hoyt

### **Staff**

Aicila Lewis, Executive Director  
B. Mann, BOLD Program Coordinator  
Jen Spolnik, Program & Marketing Manager  
Aubree Peckham, Office & Events Manager

### **Location**

Out Boulder is located at:  
2132 14th Street  
Boulder, CO 80302

Our mailing address is:  
PO Box 1018  
Boulder, CO 80306

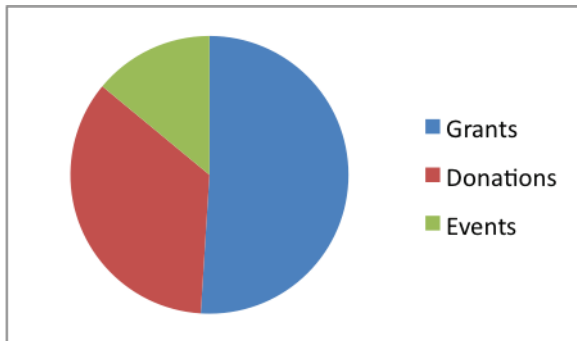
## 2012 Financial Report

Out Boulder saw a lot of changes in 2012 from the perspective of financial performance. Trends for the year included increased revenue as well as increased expenses, with variances in the composition of each category.

### Income

Overall, 2012 top line income was \$204,802, an increase of 4% over 2011's \$197,232. The composition of income drastically changed from year to year. Income is comprised of three categories:

|                  | 2012           |             | 2011           |             |
|------------------|----------------|-------------|----------------|-------------|
| <b>Grants</b>    | \$ 104,422     | 51%         | \$ 120,345     | 61%         |
| <b>Donations</b> | 70,905         | 35%         | 53,769         | 27%         |
| <b>Events</b>    | 29,476         | 14%         | 14,118         | 7%          |
| <b>Total</b>     | <b>204,802</b> | <b>100%</b> | <b>197,232</b> | <b>100%</b> |



Grant income was again the largest source of income for the year, coming from the following generous sources:

| Grant Source            | 2012     |
|-------------------------|----------|
| Brett Family Foundation | \$ 2,500 |
| Bright Mountain         | 5,000    |
| Buck Foundation         | 10,000   |
| Community Trust         | 20,000   |
| Boulder County          | 20,000   |
| City of Boulder         | 14,198   |
| Community Foundation    | 19,000   |
| Gill Foundation         | 21,305   |
| Denver Foundation       | 10,250   |

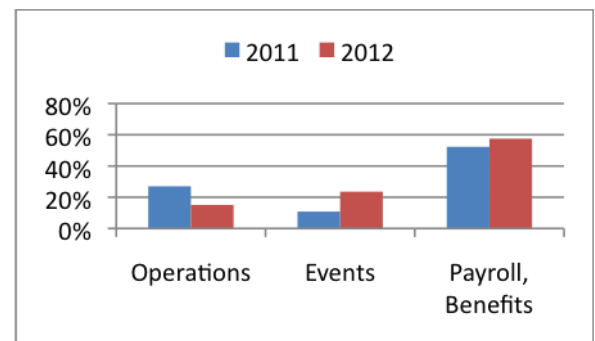
Grants in 2012 saw a decrease of 13% over 2011. Given this declining trend during the year, focus was placed on revenue gained from events and donations from individuals and corporations. This focus paid off with increases of 109% and 32%, respectively. There was a lot of slack to pick up with such a dip in grant income with a difference of over fifteen thousand dollars, and this amazing result is tribute to Out Boulder's amazing staff and community. Donations coming from individuals (cash and in-kind) came in at \$51,730, a 34% increase over last year.

### Expenses

Total expenses for 2012 of \$205,918 saw an increase of 5% over 2011's \$196,845. Expenses are comprised of Traditional Accounts and Functional Categories:

#### Traditional Accounts

|                           | 2012           | % Change |
|---------------------------|----------------|----------|
| <b>Operations</b>         | \$ 31,048      | (42)     |
| <b>Events (non-labor)</b> | 48,515         | 128      |
| <b>Contract Labor</b>     | 6,854          | (59)     |
| <b>Professional Fees</b>  | 1,100          | (57)     |
| <b>Payroll, Benefits</b>  | 118,401        | 15       |
| <b>Total</b>              | <b>205,918</b> | <b>5</b> |



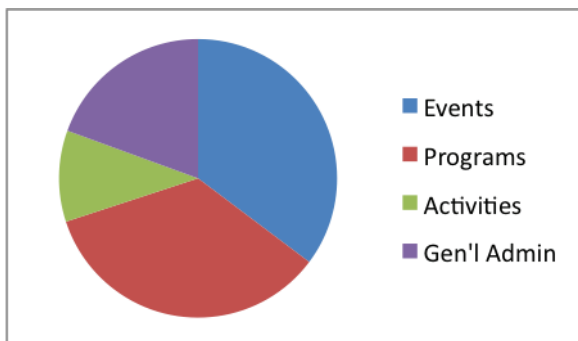
The larger three Traditional Accounts are shown in the graph above, reflecting a percentage of total expenses. The expenses for Events saw a large portion of the increase expenses for 2012, a direct correlation to the increase in event income for the year. Payroll and Benefits also increased by 15% over last year. Operational Expenses took a smaller portion of expenses, falling from \$53,160 in 2011 by more than twenty thousand dollars.

## 2012 Financial Report (continued)

## Thank you for your support

### Functional Categories

|              | 2012           | % Change |
|--------------|----------------|----------|
| Events       | \$ 65,202      | 28       |
| Programs     | 64,183         | (27)     |
| Activities   | 19,607         | (42)     |
| Gen'l Admin  | 35,955         | 47       |
| <b>Total</b> | <b>205,918</b> | <b>5</b> |



Among Functional Categories, the largest increase was to General Administration, up from \$24,425 in 2011. The largest portion of expenses fell into the Events category, again pointing to the marked increase in event revenue this year. The largest event of the year, Pride Fest, commands 12% of expenses and accounts for 8% of total income: \$16,553.

### Summary

While striving all year to boost income and control expenses, Out Boulder finished the year with a Net Loss of \$2,664, while maintaining a positive cash balance in excess of the \$36,000 reserve. **We thank everyone for their contributions toward a successful 2012, and look forward to 2013!**

### 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

### Individual Donors:

*(italics = Circle of Giving donor)*

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## Thank you for your support (continued)

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Miller, Virginia  
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Morgan, Katelyn  
Mullen, Tobias  
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Murphy, Scott

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## Thank you for your support (continued)

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*Polis, Jared S. and Marlon Reis*  
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Williams, Sarah  
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*Wong, Phillip*  
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Yates, Dylan  
Yust, Karen  
Zarr, Audrey  
Zeren, Chris  
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Lucky Pie  
Martini's Bistro



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## *Thank you for your support (continued)*

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Denver Foundation  
The Peter & Carmen L. Buck Foundation  
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### Special Thanks:

Mauricio Shoup for his work as our Program Director  
Brett Schager, Volunteer Volunteer Coordinator  
Carol Kobel, for her 3 years of volunteerism with Out  
Boulder  
Ilene Blum for her dedication to the Speaking Out  
Program and her work as Speaking Out Coordinator  
Colleen Mylott, Director for 8  
Peggy Dyer, for photography used in this report

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