

Boulder Pride

2007 Annual Report



April 2008

A Message from the Board of Directors



What a terrific year Boulder Pride had in 2007!

Thanks to broad community support and the hard work of our staff and volunteers, we continue to grow and prosper. We wanted to share a quick look back at the successes of 2007, so

you understand how vital your support has been to Boulder Pride:

We expanded our youth program BOLD. Reaching out to local LGBTQ and allied youth, we designed a workshop to teach future filmmakers, visual artists and community leaders how to communicate their lives and experiences through film and videography. Look for a screening of these films later this spring.

We strengthened our speakers' bureau SpeakingOUT. Throughout the year, we visited scores of classrooms from middle school through college to combat homo-, bi- and transphobia before it takes root.

We completed a year of SmokeFree GLBT programming. In a statewide collaboration of LGBTQ community centers, we implemented 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 continued to fight for social justice. In response to local hate crimes, we organized rallies that drew hundreds of supporters and brought widespread media coverage to this important issue.

We improved our community center services by:

- ✓ Redesigning our website to make it more informative and user-friendly
- ✓ Upgrading our online community calendar
- ✓ Adding support groups for the transgender and BDSM communities
- ✓ Forming a LGBTQ AA group

- ✓ Organizing a LGBTQ grief and loss group
- ✓ Adding social & educational events specifically for the transgender community

We promoted the visibility of the region's LGBTQ community. We increased the size and diversity of our Block Party to celebrate the richness of the local LGBTQ population. We also hosted monthly social hours to help our community stay connected.

Thanks again to everyone for all the support you gave Boulder Pride last year. 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 2008.

Casey Gallagher, M.D., President
and the entire Board of Directors

Mission and Vision

The vision of Boulder Pride is to cultivate a visible, inclusive, and empowered Lesbian, Gay, Bisexual, Transgender, Queer/Questioning Community in order to achieve equality, respect, and well-being for all LGBTQ people in Boulder County.

Our Mission is to foster safe environments for our community for gathering, support, self-expression, and the exchange of ideas; to advocate for social justice; to build collaborative relationships within the community at large; to celebrate the uniqueness, diversity, and contributions of our community; to provide direct services for both youth and adults; and to educate the public and the LGBTQ community about the issues and concerns affecting our lives.

As always...Many thanks to our generous individual donors!



Boulder Pride's Programs

Programs sponsored by Boulder Pride are tightly aligned to our Mission and Vision. To achieve equality, respect, and well-being for LGBTQ persons in Boulder County:

- ***Boulder Pride fosters safe environments for the LGBTQ community for gathering, support, self-expression, and the exchange of ideas***

Our **Pride House Community Center** provides a safe space for LGBTQ community groups to meet, and for hosting community empowerment and advocacy events. The Center is open and utilized seven days a week, both during the day and evening. The Pride House Community Center has seen a steady increase in the number of people who drop in, call and email us seeking support, resources and referrals. Boulder Pride has provided assistance to approximately 500 individuals in 2007. Our community center also added support and community building opportunities for the transgender community; the BDSM community; a LGBTQ AA group; and a LGBTQ grief and loss group in 2007.

- ***Boulder Pride advocates for social justice by building collaborative relationships within the community at large***

Boulder Pride **advocates** on behalf of the local LGBTQ community for state and local legislative issues that have a direct impact on the lives of LGBTQ individuals in Boulder County. Recent advocacy work has included in-depth work on domestic partnership legislation. Additionally, for the first time, Boulder Pride co-sponsored a town hall meeting with Equal Rights Colorado. The purpose of the community forum was to seek input from the Boulder LGBTQ community regarding legislative priorities for 2008.

Our **Community Alliances and Coalitions** exist due to the volume and complexity of issues that arise for our LGBTQ constituents. Boulder Pride partners with local LGBTQ and allied organizations to strengthen the social justice work done in the community. Recent collaborations included two rallies against hate crimes in 2007, that drew a combined 600 supporters and attracted widespread media coverage.

Due to Boulder Pride's increased visibility and strengthened community relationships, our organization was a beneficiary of the nationally acclaimed True Colors concert tour when it came to the Red Rocks Amphitheatre last June. The True Colors Tour, a historic concert in support of gay, lesbian, bisexual and transgender equality, donated a block of front row tickets and backstage passes to Boulder Pride; and our organization also received proceeds from every ticket sold at the Colorado show. In addition, a locally affiliated music venue, the Fox Theatre, donated a portion of its concert proceeds during the month of June to Boulder Pride.

- ***Boulder Pride celebrates the uniqueness, diversity, and contributions of our community***

The annual **PrideFest** is held in the heart of downtown Boulder. **Boulder Pride's Block Party** provides visibility and community building for the entire LGBTQ community and its allies in Boulder County. Block Party draws over 150 sponsors and vendors and 2,000 attendees annually. In an ongoing effort to build community by bringing together diverse persons from within and outside of the queer community, Boulder Pride has a very robust **events and activities calendar**. Boulder Pride and its queer and allied community partners average 15-20 activities and events per month. A portion of events are educational and feature guest speakers, workshops, films, and lecture series. Other events provide healthy social networking for our community and feature concerts, dances, and potlucks.

In 2007, Boulder Pride provided the local LGBTQ community and our straight allies with a wide array of educational and social activities including nationally acclaimed speakers and performers. Highlights included an evening with Dhillon Khosla, former federal staff attorney and author of the critically acclaimed memoir "[Both Sides Now: One Man's Journey through Womanhood](#)." A renowned lecturer and advocate for "True Tolerance," Khosla is an expert on discussing gender relations from a spiritual, as opposed to a political perspective. In September 2007, Boulder Pride welcomed the Kinsey Sicks to Boulder for the first time. The Kinsey Sicks, "America's Favorite Dragapella Beautyshop Quartet," served up a feast of rollicking music and comedy to an adoring Boulder audience.

- ***Boulder Pride provides direct services for both youth and adults***

In 2007, Boulder Pride's newest program, **SmokeFree GLBT**, made some amazing strides forward. Boulder Pride assisted in gathering **2,000** responses to a tobacco use needs assessment in the Colorado LGBTQ community. This is the largest data collection of its kind in the country. Additional highlights included coalition building with community allies; creating a community-action theatre project; and forming a street outreach team. The program's current focus is on conducting grassroots outreach to enhance awareness and provide education to the Boulder LGBTQ community regarding how our community has been targeted by the tobacco industry and the resulting effects. Boulder Pride is providing resources including promotion of the Colorado Quiltline. In 2007, the SmokeFree GLBT program reached approximately 1,000 community members.

Based on the "best practices" resiliency model, the goal of Boulder Pride's youth program (**BOLD**) is to help youth thrive and flourish in their personal lives, and in the broader community. Boulder Pride accomplishes this by offering opportunities for leadership, social justice education and advocacy, volunteer opportunities, social events, and special projects. Through additional grants and community support, Boulder Pride has continued to expand the scope and sophistication of BOLD.

New Programs in 2008

As we move into 2008, plenty of new and expanded programs are being launched:

- Boulder Pride will soon debut the Workplace Equality Project and serve as a resource to Boulder County's business community as well. Boulder Pride will offer training and consulting to organizations on sexual orientation, gender identity, and the Colorado Employment Non-Discrimination Act (ENDA), which passed in 2007.
- The number of LGBTQ individuals and couples raising children has been increasing significantly each year, so Boulder Pride is strengthening its outreach to these families. We have a goal of providing a central hub where resources can be pooled and services provided to families with ties to the LGBTQ community. Inaugural events in 2008 will be focused primarily on the socialization and entertainment component.
- In partnership with Boulder County Aging Services and Boulder Hospice Care, Boulder Pride is sponsoring a grief and loss support group for LGBTQ individuals experiencing any kind of loss.
- Boulder Pride is heading up a transgender and gender queer monthly gathering intended not only to provide contact and support, but also to showcase events that will enhance community advocacy and awareness.

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.

Board of Directors

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Aicila Lewis, Executive Director
Kirsten Spielmann, M.S.,
Community Center Coordinator
and Program Manager

Boulder Pride's Programs (continued)

Boulder Pride has recently created and launched the first LGBTQ youth filmmaking project in the Rocky Mountain region. Reaching out to local LGBTQ youth, Boulder Pride formed a workshop to teach youth – our future film-makers, visual artists, and community leaders – how to communicate their lives and experiences through videography.

- **Boulder Pride educates the public and the LGBTQ community about the issues and concerns affecting our lives**

SpeakingOUT is an established and successful all-volunteer LGBTQ educational speakers' bureau. SpeakingOUT's aim is to cultivate awareness and understanding of LGBTQ lives and experiences.

In 2007, speaker panels visited over 60 classrooms – from middle school through college – to share the life experiences of the LGBTQ community from a first-person perspective. The mission of SpeakingOUT – to combat homo-, bi-, and transphobia before it takes root – continues to enjoy strong support from Boulder Valley Public Schools. Through its speaking engagements, SpeakingOUT reached approximately 2,000 community members last year.

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 developed an "activist alert" email list, which mobilizes community members on short notice. In addition, Boulder Pride received a grant in 2007 to update and expand its website: www.boulderpride.org.

Boulder Pride thanks its **volunteers** for their dedication and support. Volunteers help organize and participate in all aspects of the organization's work from programs to events. Boulder Pride, by increasing its size and scope, has seen a steady increase in its volunteer numbers over the last two years. The 2007 industry standard regarding the dollar value of volunteer time is \$18.76 per hour. In 2007, Boulder Pride netted 3,500 volunteer hours with a monetary value of \$65,660. Boulder Pride's in-kind donations are increasing every year, including high levels of donations for our community events. For 2007, the approximate value of in-kind donations to Boulder Pride was \$10,000.

Aicila Lewis and Kirsten Spielmann, Boulder Pride Staff

Our Commitment to Diversity

Boulder Pride is dedicated to striving for equality in all its operations and services and provides services without regard to an individual's race, ethnicity, national origin, ancestry, gender, gender identity, age, sexual orientation, socio-economic ability, religion, or physical or mental ability.

Boulder Pride 2007 Financial Report

Overview of 2007

We are happy to report that Boulder Pride had a successful year from a financial perspective. The organization faced the types of challenges that often confront non-profits, but was able to finish the year "in the black" (ending the year with a net increase in financial assets). Total income for the year was \$127,204, and the total expenses were \$125,767. 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 result.

2007 was a rebuilding year, as Boulder Pride adjusted to turnover in both staff and Board make-up. As we start 2008, we find ourselves in a position of increased stability and excellent prospects for future growth.

2007 Income

Boulder Pride's revenue fell into 3 major categories: Grants; Donations; and Income from Events, Programs, and Miscellaneous.

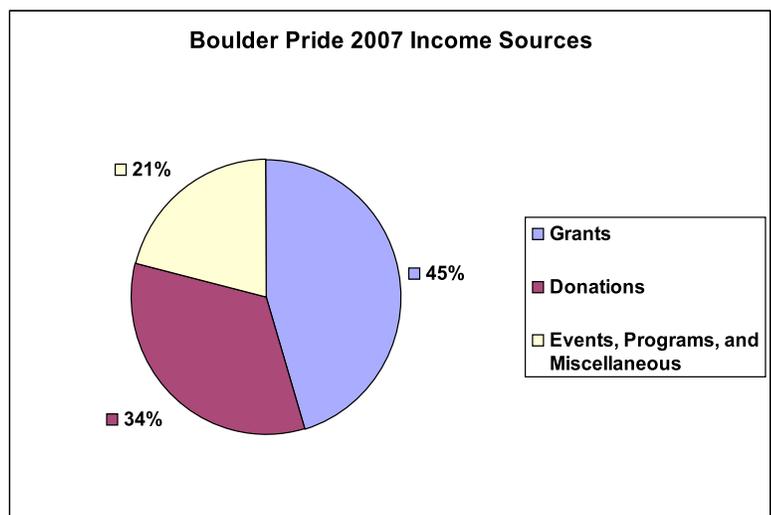
Events, Programs, and Miscellaneous made up 21% of our income. This category includes sponsorship of our programs, ticket sales to our events, vendor fees, and a small amount of merchandise sales.

Donations accounted for 34% of our income and came largely from individual donors in the community. We have a goal to increase the percentage of income in this category in 2008, and hope that the community will help us in this endeavor.

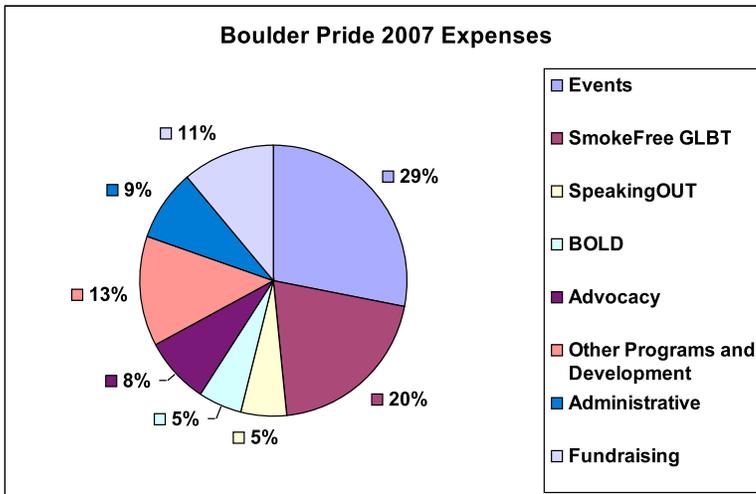
Grants continue to comprise the largest source of revenue for our organization, at 45% of income. The sources of our grants in 2007 were as follows:

GLBT Community Center of Colorado	\$25,444
City of Boulder, Human Services Fund	\$16,000
Buck Foundation	\$7,500
Open Door Fund	\$6,000
City of Boulder Human Relations Commission	\$2,600

In 2008, we will be continuing to work with our existing grantors, and will be looking at expanding the diversity of grant sources.



2007 Expenses



Our expenses reflected our priorities in 2007. The highest overall investment we made was in our programs, which comprised 47% of our total expenses. Our SmokeFree GLBT program had the largest budget due to the generous grants we received from the GLBT Community Center of Colorado. This was followed by SpeakingOUT and the BOLD youth program. Expenses devoted to smaller programs such as discussion groups, as well as resources spent in development of new programs, comprised 12% of our total budget.

Boulder Pride committed the second largest amount, 29% of 2007 expenditures, to cover event costs. Events such as PrideFest and The Red Party (formerly known as the Big Hearts Ball) bring in a large number of our individual donations.

Issues advocacy is an important part of the work of Boulder Pride, as witnessed by the rash of hate crimes in early 2007. Representing the Boulder community in responding to such issues warranted 8% of our expenditures. Finally, we were able to keep our Fundraising and Administrative costs to 11% and 9% of total budget respectively. We will strive to continue to be as lean as possible in these areas.

Forecast for 2008

Our budget for 2008 reflects an aggressive 36% growth plan in order to serve the needs of the LGBTQ community. 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 GLBT and the youth film and video project
- Expanded partnerships with other community, corporate, and 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.

Thank you again for your interest and support throughout 2007. Your support helps us fulfill our mission to help our LGBTQ community. If you are interested in expanding your contribution and involvement in Boulder Pride in 2008, please contact us to learn more about available opportunities to help Boulder Pride and our community.

Dave Ensign, Treasurer

2007 Corporate Donors and Sponsors

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Boulder Valley Center for Dermatology
Fox Theatre
The Jared Polis Foundation
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Studio 3 Kitchen and Bath Design

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Redstone Catering
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Weird Sisters West

Thanks also to our Grantors



Special Thanks for Your Help in 2007:

Annie Alexander	Ilene Blum	Christine Berg	Robin Chauvin
Terry Cipoletti	Sheri Hink	Sonya Lewis	Mike Mills
Eugene Pearson	Geoffrey Rabe	Vidal Salazar	Joe Song
Kirsten Spielmann			

