

2009 Annual Report

Boulder Pride



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www.boulderpride.org

Boulder Pride's Vision and Mission

The vision of Boulder Pride is that Boulder County serve as a model of equality, respect, and well-being for lesbian, gay, bisexual, transgendered, 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.



(c) Izadora Arielle Photography 2010

Letter from the President



Boulder Pride had another great year in 2009. As I take the reins of the presidency, the organization is experiencing unprecedented strength and stability. This is largely due to the work of our dedicated staff and board of directors. Many thanks to our outgoing president, Amy Zuckerman, for

leadership over the last year and for remaining active on the board going forward!

Aicila Lewis, our Executive Director, has continued to head up our organization with great energy and enthusiasm. Under her leadership, we saw an increase in both gross revenue and our bank balances in 2009 in spite of the economic challenges we faced. It says a lot about our community in Boulder that individuals and organizations continue to support the good work of non-profits like Boulder Pride.

Aicila was joined late in 2009 by our new Program Director, Cathy Busha. Cathy brings much experience to Boulder Pride from leadership positions she has held at LGBTQ organizations in Colorado and Arizona. We hope you will get to know Cathy and her partner Anna...welcome to the Boulder Pride family!

Donations Are Critical to Our Success

It's easy to give to Boulder Pride, and your tax-deductible donations are much appreciated. You can send a check or donate via PayPal on our website:

<http://www.boulderpride.org/bp/support/donate.html>

Contact the office to become a monthly subscription donor. Thanks to all our generous donors!

2009 Highlights:

BOLD Youth Film Project This project completed its 4th cycle in late 2009, and the films were screened in a joint event with Bent Lens Cinema to great acclaim. Libby Mann continues to run a great program for our youth, and the queer youth filmmakers overwhelmingly expressed feeling supported and engaged by the program and their community.

SpeakingOUT engagements Throughout the year, classroom visits continued at a brisk pace with 80 delivered sessions. We have been getting amazing feedback on the success of our speakers' bureau.

Healthy Living By organizing diverse community events, Boulder Pride's Health and Wellness program builds positive community and addresses the physical, emotional, spiritual and financial health of LGBTQ people and our allies.

Social Justice Boulder Pride continues to help the community speak out on critical social justice issues. In 2009 we led a statewide census education project that identified people interested in volunteering and getting active with the movement.

Collaboration and Outreach Boulder Pride has been partnering with allied groups and organizations on key events. In 2009 these collaborations included mobilizing our straight allies, participating in the Cesar Chavez celebration, and working with VOICE (an immigrant youth group), OASOS (Boulder County's LGBTQ youth group), Bent Lens Cinema, Boulder County Aging Services, and Boulder Valley and St. Vrain Safe Schools Coalitions. We also increased our programming for East Boulder County communities by organizing several events in Longmont and Lafayette.

Our ongoing work with the Gill Foundation has been helping us tremendously as we build our capacity to serve the county, and we are grateful for their critical support.

We at Boulder Pride feel honored to be in a position to support the concerns of the LGBTQ citizens in this wonderful community. We will continue to strive to live up to this awesome responsibility, and invite all of you to join us as we move forward with exciting plans for 2010.

Dave Ensign
President

Boulder Pride Programs

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

- ***Boulder Pride fosters safe environments for the LGBTQ community for gathering, support, self-expression, and dialogue.***
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. Additionally, Boulder Pride provided assistance to close to 800 individuals in 2009.
- ***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. In 2009 our advocacy efforts ranged from local initiatives in partnership with a broad coalition of organizations; forming a statewide action network with other LGBTQ organizations; co-sponsoring Martin Luther King Jr Day and Cesar Chavez Celebration events; and supporting local groups in their efforts to improve the quality of life in Boulder County for all people.
- ***Boulder Pride regularly comments in the media, and is often consulted due to our increased visibility and community mobilization efforts.***
Boulder Pride participates in Statewide LGBT Centers Action Group, Gill Foundation Leadership Convenings, Boulder Valley and St Vrain Safe Schools Coalitions, Boulder Community United, Strategies to End Oppression, a variety of local partnership-building opportunities with other organizations working in the progressive and/or LGBTQ community, and C3 Roundtable.
- ***Boulder Pride encourages Healthy Living.***
Building on our successful SmokeFree GLBT program, Boulder Pride is expanding the Healthy Living program to address more aspects of health and fitness interests in our community.
- ***Boulder Pride celebrates the uniqueness, diversity, and contributions of our community.***
Our annual signature events, the **Red Party** and **PrideFest Block Party**, are held in the heart of Boulder. These events provide 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 LGBTQ community, Boulder Pride has a very robust events and activities calendar. In addition to monthly happy hours, we host an annual Garden Party and an annual Wine Tasting. The PWord Party is our women-focused event.

As the hub of LGBTQ information in Boulder County, Boulder Pride publishes a weekly newsletter that features events, news and programs of interest to Boulder County's LGBTQ community. Additionally, Boulder Pride publishes a weekly, engaging blog (boulderpride.blogspot.com) and maintains an active Facebook page and Twitter account.

- ***Boulder Pride serves youth with Boulder Out Leadership Development (BOLD).***
Through BOLD, Boulder Pride offers opportunities for leadership, social justice education and advocacy, volunteer work, social events, and special projects. BOLD helps youth thrive and flourish in their personal lives and beyond. Reaching out to local LGBTQ youth, Boulder Pride offers a workshop to teach youth, our future film-makers, visual artists, and community leaders, how to communicate their lives and experiences through videography. This hands-on approach to media education teaches the concepts of media literacy and theory through the process of scripting, shooting, editing and screening a movie. The ideas and methods contained within the curriculum are based in a belief that every youth has an amazing story to tell and to empower LGBTQ youth to have a voice in the global media dialogue and in their local communities.
- ***Boulder Pride offers a Workplace Education Project.***
Boulder Pride formed WEP to address repeated reports from constituents that Boulder County residents have been harassed, fired, and denied equal opportunity in their workplace because of their actual or perceived gender identity and/or sexual orientation. We provide training to businesses on how to create a workplace that is safe and welcoming to everyone, while abiding by Colorado's Employment Non-Discrimination Act.
- ***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 2009, speaker panels visited over 80 classrooms – from middle school through college – to share the life experiences of the LGBTQ community from a first-person perspective. The mission of SpeakingOUT has strong support from Boulder Valley Public Schools.

Through panel presentations, SpeakingOUT reached approximately 2,000 community members last year. Additionally we also provided trainings on subjects ranging from social justice to religion to educate both our speakers and the community at large.

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. And a special thank-you goes out to Kirsten Spielmann, Boulder Pride's Program Director from May 2006 through May 2009. Kirsten truly laid the groundwork for the impressive programs described above. We'll miss you, and wish you all the best in future endeavors!

Aicila Lewis and Cathy Busha, Boulder Pride Staff

New Programs in 2010

As we move into 2010, plenty of new and expanded programs are being launched:

- Boulder Pride will continue to work with local community service organizations to ensure that LGBTQ clients are receiving culturally appropriate services.
- Boulder Pride will expand its allies program.
- Boulder Pride will partner with VOICE (Voices of Immigrant Children for Education and Equality) to explore the intersectionality of the movements and how we can work together.
- Boulder Pride will host the US Holocaust Memorial Museum exhibit, "Nazi Persecution of Homosexuals" in Spring 2011.
- Boulder Pride will launch the Ambassadors' Program. Ambassadors are members of the LGBTQ community who volunteer to provide personalized initial points of contact into Boulder LGBTQ community.

We're excited to work on these new initiatives, and welcome feedback.

Boulder Pride 2009 Financial Report

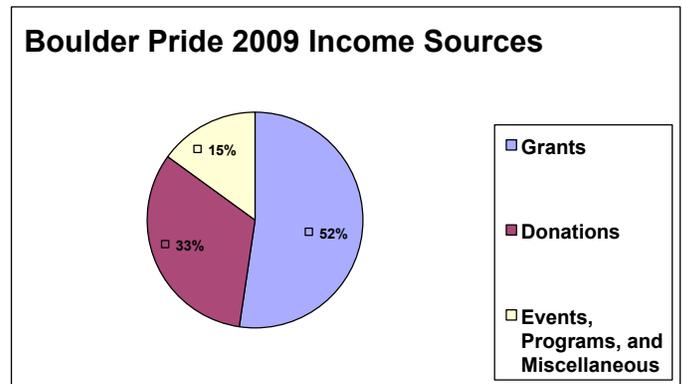
Boulder Pride had another successful year in 2009 from a financial perspective, with revenue growing 3.9% over 2008. Once again, we finished the year “in the black” with a profit of \$872. Total income for the year was \$157,917, and the total expenses were \$157,045. Although we had projected income growth of 7.5% for 2009, we are proud that as an organization we were able to grow in an economy when many small non-profit organizations have had to face debilitating losses. We owe a debt of gratitude to our generous donors and grantors, as well as to our exceptionally frugal staff, for helping us grow our organization in a struggling economy while maintaining financial strength. Additionally, 2009 was a continuing period of stabilization for Boulder Pride. With Boulder Pride’s vision being stewarded by Executive Director Aicila Lewis, we saw further growth and stabilization on the Board of Directors. We were fortunate to hire Program Director Cathy Busha, who has provided an additional layer of leadership for the organization. Through the tireless efforts of former Treasurer, Dave Ensign, Boulder Pride reviewed financial practices and both formalized and documented financial procedures that will help position Boulder Pride in 2010 for increased stability and continued 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 15% 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 33% of our income and came from individual donors in the community as well as our corporate sponsors. Although this represents a small increase in our donor base, we continue to strive to increase the amount of revenue achieved through donations, particularly at the corporate level, and appreciate the help from our community to make that happen.

Grants continue to comprise the largest source of revenue for our organization, at 52% of income. Due to the combined efforts of Aicila Lewis and Cathy Busha, in 2009 Boulder Pride saw continued growth in our ability to bring in grant funding. The sources of our grants were as follows:

Gill Foundation	\$28,985
GLBT Community Center of Colorado	\$19,416
The Peter and Carmen L. Buck Foundation	\$10,000
City of Boulder	\$7,250
Community Foundation Open Door Fund	\$5,000
Polis Foundation	\$5,000
Bright Mountain Foundation	\$3,500
Community Foundation	\$1,500
Oswald Family Foundation	\$1,000
First Congregational UCC	\$500
Community Trust	\$500

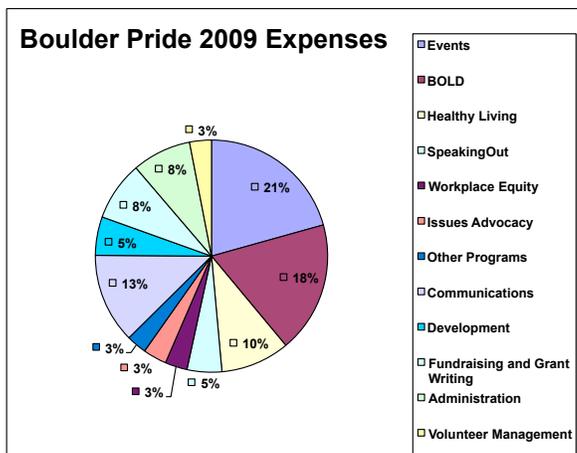


In 2010, we will be continuing to work with our existing grantors and focus on expanding the diversity of grant sources. Again, Boulder Pride is eternally grateful for all of the community support we have received to date!

Our expenses continue to reflect Boulder Pride’s priorities, and our programs continue to be the top area where we invest our dollars. 42% of our expenditures went to our core programs, and another 13% to communications including community outreach. 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. 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 2009 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 remained steady in 2009, at 8% each. Finally, efforts toward volunteer management 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 2010

Boulder Pride’s budget for 2010 reflects a focus on sustainability and conservative growth. We did not project growth in 2010 relative to the 2009 budget – but did plan for growth of approximately 3% based upon actual income in 2009. We are confident we are well-poised to achieve this plan due to the following:



- Strength and continuity in Boulder Pride staff at the Executive Director and Program Director levels
- Continued growth and stability of our Board of Directors, and a shared commitment with staff to diversify funding sources
- 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.

George Schafer, Treasurer

Board of Directors

Dave Ensign, President
Beth Smith, Vice President
Jackson Dreiling, Secretary
George Schafer, Treasurer
Rose Bodin
Todd Burleson
Catherine Chipman
Laura Edwards
Cris Jones
Daniel Meritt Lesatz
Lester Wall
Amy Zuckerman

Staff

Aicila Lewis, Executive Director
Cathy Busha, Program Director

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 2009, Boulder Pride volunteers contributed 4,450 hours of work valued at \$92,000.

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 LGBTQ community. The Community Center opened officially in 2004 and Pride began offering direct services to LGBTQ 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.

Thanks to Outgoing Board Members for their service!

Dominick Sekich
Keith Robbins
Kate Higgins
Larry Hoyt
Marlon Reis

And thanks to our interns, consultants and outgoing staff!

Ta'Shia Asanti, Program Manager
Jeanne Burke, Admin
Max Esayer, Social Media
Libby Mann, Film Project
Tiph Parrish, Pridefest/Healthy Living Intern
Roslynn Regnery, Therapeutic Support Intern
Kirsten Spielman, Program Manager
Susi Windeler, Admin

2009 Individual Donors

Honey Ajehivch	Kevin Daly	Carly Hare	Mary & Chris Malley	Mary & Andy Skumanich
Anonymous	Teresa De Anni/Anne Stockham	Bruce Hensley	Nancy Maron	Beth Smith/Lisa Sydow
Jessica Auer	Mary Dineen/Sue Masterson	Jean & Jack Hodges	Noel Maye	Kirsten Spielmann
Christie M. Baryames	Chris Doran	John R. Hoffman	Neal McBurnett/Holly Lewis	Rita Stanford
Robert Bein/Bud Coleman	Jennifer & Jackson Dreiling	Mark Holdbrooks	Ray McCarus	Gregory Steinwand
Martin & Louise Bickman	Bryan Edwards	Kimberly Horiuchi	Dennis McWhorter	Wendy Stern
Sandra Bish	Catherine Egan	Larry Hoyt	Jim Meixner	Carol & Ackland Stutzman
Rose Bodin	David Ensign/Mike Mills	Kerri Jensen	William Monroe	Tony Talent/George Schafer
Janis Bohan/Glenda Russell	Joyce Ensign	Cris Jones	Robert Morehouse	Alexandria Taylor
Thomas Bohlinger/Neil Fishman	Lin Erhardt	Kelly & Patrick Jones	Laura Murray	Lisa Tedesco
Thomas L. Bolt	Brent Fefele	David & Ashley Kasprzak	Elizabeth Neumann	Ryan Van Duzer
Kimberly Bowman	Allyn Feinberg	Michael Keaney	Susan Nickerson	Preston Vaughn
Richard Brew	Audrey & Andy Fishman	Helen Kearney	Ann Noonan	Helen Wagner
Michael Brewer	Franklin	Carolyn Keith	Ellen Orleans	Mary Anne & Leonard Wall
Steven C. Briggs	Dan Friedlauder	Mark Kille	Jared Polis/Marlon Reis	Diane Ward
Keith Brown/Ramon Diaz	John P. Gaido	Kim Kinzie	David Proper	Cathy Westt
Paul Brown	Casey Gallagher/Andrew Burwick	Kari Klein/Keith Short	Darin Pyatt	Stephen White
Mary & James Butler	Martin Gerra	Jennifer Kotch	Keith Robbins	Diane Wild
Gerry Callejo/Michael May	Ron & Jennifer Gould	Sue Larson	Deborah & Lazar Roby	Stephanie Wilenchek
Michael Catalano	Liz Gould	Tim Leiffield	Anna Ropp	Bruce Williams
David Chadwick	Shirley Grayce	Travis Leiker	Bryan Russell	Jim Williamson, Matt Thayer
Mark & Judith Jacobsen	Angela Green	Daniel Merritt LeSatz	Peter Salas	Julie Wolny
Robin Chauvin	Kaylin & Kimala Grey	Robin Leventhal	Schott Schell	Phillip Wong
Catherine Chipman	Ellen Greenhouse/Lester Wall	Sonya Lewis	Susan Schmidt	Amy Zuckerman/Ronica Roth
Terry Cipoletti/Matt Patrick	Nancy Grimes	Charles & Gretchen Lobitz	Stephen & Susan Schutz	
Ginny Corsi	Phil Gust	Eric Lowe	Steven & Mary Shulruff	
Jennifer Crist		Athena Lund	Joel Silberman	

2009 Corporate Donors

96.7 FM The Party	Denver Center For Performing Arts	Marrianna's
A Simple Twist	Doubletree Denver Tech Center	Mike's Camera
Altitude Spirits	English Retreats	Mountain Sun Pub & Brewery
AM760	European Flowershop	Naropa University
An Extra Hand	Fiori Flowers	Oswald Family Foundation
Avery Brewing Co.	Fuze	OutFront Colorado
Babes Around Denver LLC	The Gender Identity Center of Colorado	Peppercorn
Barefoot Wine	Gill Foundation	Pinpoint Advertising, LLC
Bent Lens Cinema, Inc.	Good Search	Roche Colorado Corporation
Bhakti Chai	Hapa Sushi	Safehouse Progressive Alliance for Nonviolence
Bitchin' Boxers	Hunter	Southwest Airlines
Boulder Financial Realty	Izadora Arielle Photography	Sportique Scooters Boulder, LLC
Boulder Happy Hour	J's Jewelry Designs	Sunflower Market
Boulder Valley Center for Dermatology	JordanSade, LLC	Sweet Caribbean Cruise
Boulder Valley Women's Health Center	Karpel	Teatro
Boulder Wine Merchant	Kate Levy Photography	Twisted Pine Brewery
Briar Rose Bed and Breakfast	KGNU	Two Dragons, LLC
Ciolo Foods	Liquor Mart	Whole Foods
The Daily Camera	Lucille's	The Wine Merchant
DBA Center for Spiritual Living, Boulder Valley	Mark H. Carson & Associates, PC	

THANKS TO BOULDER COUNTY FOR MAKING 2009 A BANNER YEAR FOR BOULDER PRIDE!!!