

IT'S

UP TO

US

2023 ANNUAL REPORT



OUT BOULDER COUNTY

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OUR **VISION**

We envision LGBTQ+ people, families, and communities living authentically in an inclusive, equitable, and compassionate world.

OUR **MISSION**

We work collaboratively to create connection and provide advocacy, education, research, cultural events, and responsive programs and services that ensure LGBTQ+ people, families, and communities thrive.

BY THE NUMBERS



~20,000 COMMUNITY MEMBERS

Served through events, services, and activities



Hosted more than

100 EVENTS



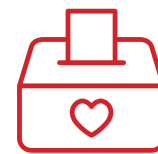
15,000 – 20,000

Points of contact through programs and services



Engaged

**321
VOLUNTEERS**



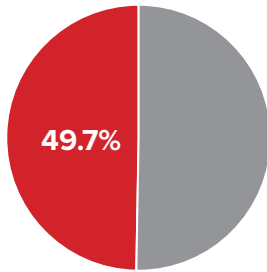
Received

3,309 DONATIONS
from
1,711 DONORS

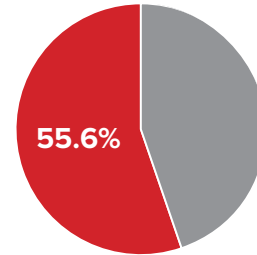


OUR COMMUNITY

We collect demographic information when possible; among the individuals who shared this information, here are some interesting facts:



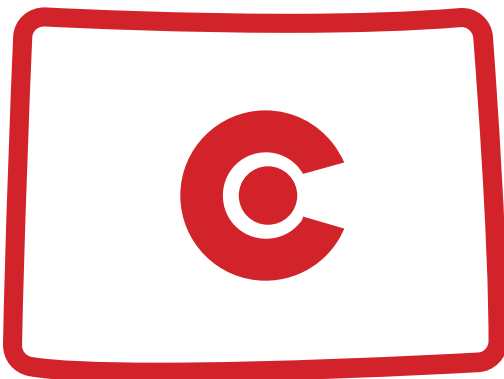
For sexual orientation, the largest segment identifies in the **bisexual, pansexual, and/or queer** part of the spectrum at 49.7% (46.6% of adult program and 52.0% of youth program respondents).



More than half (55.6%) of all respondents identify in the **transgender** part of the gender identity spectrum — this includes binary, nonbinary, and gender-expansive identities (48.9% of adult program and 61.7% of youth program respondents).



While both youth and adult programs serve a higher number of people in the **nonbinary and genderqueer** part of the gender identity spectrum (28.1% across adult and youth programs), the adult program serves a higher percentage of **trans women and trans-feminine** people (13.9% of adult participants) and the youth program reaches a higher percentage of **trans men and trans-masculine** people (22.2% of youth participants).



Approximately **69%** of respondents reside in **Boulder County**, while about **31%** reside outside of Boulder County.

After Boulder County, the most common counties represented are **Denver, Broomfield, Weld, and Larimer**.

MESSAGES

LETTER FROM MARDI 10

LETTER FROM BRYN 10





A LETTER FROM **MARDI MOORE**

I'm proud to lead an exceptional group of people who make the work of Out Boulder County possible, along with all of our volunteers, donors, and supporters. Our team responds to community needs and feedback to ensure this organization operates efficiently and effectively. From how our gender support groups are operated to our behavioral health and recovery services to the local pride events we host all over Boulder County, our goal is to serve this community. One of the biggest changes in the past year that I am very excited about is Out Boulder County's expansion to offer some of these services in northern Colorado.



The needs of the LGBTQ+ community don't stop at the borders of Boulder County, so why should our work? Over the last decade, we have prided ourselves on meeting LGBTQ+ people and communities where they are. We are excited to work in community with the other organizations already supporting the LGBTQ+ community in Northern Colorado. In 2023, we hired three new staff members in northern Colorado to enable services and community events in Larimer, Weld, Jefferson, and Adams Counties. Youth programming, vaccine and health equity, behavioral health case management, and community events to address topics like harm-reduction and local school board elections are the first step of this expansion, but I can guarantee there will be more to come in 2024 and beyond.

In addition to this expansion of services, Out Boulder County has continued to serve our homebase of Boulder County with everything you've come to expect from us and some new offerings. New youth events, expanding harm-reduction efforts and making tools like fentanyl test strips and Naloxone available, creative programming like Queer Circus and the Colorado Queer Comedy Festival are just a few examples, and increased involvement in statewide legislation and local policy. As you continue to read through the pages of this report, there are several more.

Out Boulder County has grown immensely, expanded our services, and will continue to do so to meet the needs of the LGBTQ+ community in Boulder County and beyond.

MARDI MOORE, Executive Director

A LETTER FROM **BRYN LONG**



It's been incredible watching Out Boulder County grow since I first connected with this scrappy, human-focused organization in 2008 after relocating to the area. I found a group of less than 10 employees managing youth programming, adult support groups, and, of course, fun, well-attended Pride festivals in two cities. Today, thanks to the unending determination of staff, and a ton of support from the community, OBC now employs nearly 30 people who manage more than 100 events a year.

I've been honored to be an active part of this expansion as President of the Board the past two years. Here are a few accomplishments I'm most proud of from 2023:

ADVOCACY:

FROM COURT ROOMS TO SCHOOL BOARDS

Advocacy is, was, and has been a core aspect of our work, from individual support to the broad, systemic issues that prevent us all from living in a just and equitable world. In 2023, OBC took legislative action on a number of issues that were informed by the lived experiences of community members.

We helped pass HB23-1057, Fair & Family Friendly Restrooms, a state law increasing the availability of non-gendered restrooms and diaper-changing stations in government buildings. The legislation was informed by concerns raised through OBC's Trans Advisory Committee about lack of access to safe and appropriate restroom facilities, starting at least as early as 2015. Not having a safe, appropriate restroom facility poses health risks and creates frustrating and sometimes dangerous situations. Our legislation mandates state, county, and municipal governments lead the way in providing and modeling appropriate, non-gendered restrooms and diaper-changing stations that consider privacy concerns.

OBC also provided testimony for several bills impacting our LGBTQ+ community members including HB23-188, Protections for Accessing Reproductive Health Care, and HB23-1218, The Patient's Right to Know Act. Please read more about both of these bills in the Advocacy section of this report.

But I am perhaps most proud of OBC's school-board voter education efforts in Boulder Valley, St. Vrain Valley, Thompson, and Poudre school districts through candidate forums and questionnaires. While our 501(c)3 nonprofit status prevents us from endorsing any candidate, these candidate forums and questionnaires helped us share information with our constituents about the candidates and their stances on topics that are important to our community. Watch recordings of the forums and read candidate questionnaires on OBC's website.

BOULDER AND BEYOND:

NORTHERN COLORADO OFFICE

Out Boulder County stepped outside Boulder County lines in 2023, announcing a northern Colorado expansion offering youth programming and behavioral health services to Larimer and Weld county residents.

Navigating day-to-day operations in OBC NoCo is Ash Neufeldt (she/they), Northern Colorado Community Manager. Youth Program Assistant Ash Tumbleson has joined the team and helped launch youth leadership development groups and social gatherings. Northern Colorado Case Management Coordinator Lauren Levine is connecting folks in the region with case management and therapy services.

OBC NoCo has already offered a variety of events

such as workgroup meetings for LGBTQ+-serving professionals, a harm-reduction dinner, political forums for local school board candidates, and a youth leadership retreat. A programming partnership with the Colorado State University Pride Center has provided a strong foundation for OBC NoCo's youth programming. Building local partnerships is central to Ash Neufeldt's work. She has connected to crucial community organizations by sitting on a suicide prevention steering committee in Larimer County, and two workgroups in Weld County around wellness for youth and other adults. She'll continue meeting other social service partners who can contribute to OBC's mission to create a just, equitable world!

CAPITAL CAMPAIGN:

ACCESSIBILITY ISN'T OPTIONAL

We spent our second year in the Equality Center of the Rocky Mountains. The Center truly feels like home now, especially as we unveiled our first room dedication: the Rorex Boardroom.

Named after Clela Rorex, the Boulder County Clerk who issued the first same-sex marriage licenses in the United States in 1975, the boardroom is the first in a series of more than 15 spaces in and around the Equality Center that will honor local Coloradans who paved the way for OBC and the entire LGBTQ+ community. The Rorex Boardroom — and all of the future room dedications — captures the essence of Out Boulder County: warm, welcoming, vibrant. In the Boardroom, a pastel rainbow runs across a larger-than-life, black-and-white photo of Clela, looking calm and assured. Alongside a short bio of Clela's lifetime of dedication to the LGBTQ+ community, is a sepia-tinted reproduction of the marriage license Clela signed in March 1975. The effect is both calming and invigorating, making it a great place to have a meeting.

Some of the upcoming room dedications will be for Jean Dubofsky, Rev. Nicole Garcia, former Boulder Mayor Penfield Tate II, and former Boulder City Councilmember Tim Fuller. Changemakers all.

All of this — the room dedications, the whole safe haven that is the Equality Center — is made possible through OBC's Capital Campaign, a four-year fundraiser with a \$6 million goal that allows us to not only purchase the Equality Center, but to also make it accessible to everyone. In late 2023, we surpassed the halfway mark of our \$6 million goal. We also confirmed that Melton Design Build would begin construction of an elevator in the Equality Center in January 2024. The elevator has always been a focus of our Capital Campaign fundraising efforts, and a central component of our campaign promise: "We All Belong Here." Because we believe accessibility is not optional.

BRYN LONG, President and Board of Directors

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ADVOCACY OVERVIEW

- Passed a law to increase availability of non-gendered restrooms and diaper-changing stations in government buildings, HB23-1057, Fair & Family Friendly Restrooms
- Provided testimony for several bills impacting LGBTQ+ community members including HB23-188, Protections for Accessing Reproductive Health Care, and HB23-1218, The Patient's Right to Know Act
- Engaged in school-board voter education in Boulder Valley, St. Vrain Valley, Thompson, and Poudre School Districts through candidate forums and questionnaires
- Forged new connections and partnerships with other advocacy and community organizations with shared interests, including Cobalt Abortion Fund, The BIPOC Alliance, Heart and Sol, and the Cultural Enrichment Center of Fort Collins

Although our approach to advocacy has changed over the years, it has always been, and always will be, a core aspect of our work. We will continue to be responsive in our approaches to the current political context and its impact on LGBTQ+ lives. We believe it is crucial to be available for individual advocacy and support whenever possible and to focus on the big picture pushing for broader systemic changes to create a more fair, just, and equitable world. Staying true to our commitment to being a grassroots community-based organization, the issues we have sought to address through legislative action over the last three years have been directly informed by community member lived experiences.

ADVOCACY

2023 LEGISLATIVE ACTION

Our 2023 bill, HB23-1057, Fair & Family Friendly Restrooms, passed the legislature and was signed into law by Governor Polis. From conception to implementation, the legislation was informed by concerns raised through OBC's Trans Advisory Committee about the lack of access to safe and appropriate restroom facilities. As many of us in the LGBTQ+ community know, not having a safe, appropriate restroom facility poses health risks and creates frustrating and sometimes dangerous situations. Our legislation, formally entitled "Amenities for All Genders in Public Buildings," mandates state, county, and municipal governments lead the way in providing and modeling appropriate, non-gendered restrooms and diaper-changing stations that consider privacy concerns. We are grateful to our bill sponsors, Representatives McCormick and Vigil, and Senator Jaquez Lewis, all the people who provided testimony and contacted their legislators, and the individuals who have helped elevate this issue over the years.

The diversity of individuals who testified on behalf of this bill demonstrated how much of our population will benefit from these facilities: trans and non-binary individuals, parents with young children of a different gender, people with disabilities who have a caretaker of a different gender, elderly folks who receive assistance from differently gendered caretakers, and dads with baby diapers to change.

ADVOCACY

BY THE NUMBERS

3 SCHOOL BOARD CANDIDATE FORUMS

Hosted with more than **150 total attendees** in Boulder Valley, Thompson, and Poudre School Districts



Passed one bill (**HB23-1057**)
and took action on 5 bills in the
Colorado Legislature



Held a rally with approximately **5,000 attendees**
at Longmont Pride featuring local political leaders
and longtime activists in response to the
303 Creative v. Elenis Supreme Court Decision



We also lent our support to the following bills that all became laws which directly impact our LGBTQ+ communities:

HB23-188

Protections for Accessing Reproductive Health Care: This bill protects patients, providers, and assisters of reproductive and gender-affirming care for both Coloradans and those who come to our state to seek services. Learn more in the [Fact Sheet](#) and read the [testimonies](#) we provided.

HB23-1218

The Patient's Right to Know Act: This bill would require health care facilities to inform patients of services the health care facility refuses to provide for nonmedical reasons, especially concerning reproductive, gender-affirming, and end-of-life services. [Read our testimony.](#)

SB23-189

Increasing Access to Reproductive Health Care: This bill treats reproductive health care as an essential component of primary and preventive care. This bill closes several access gaps related to sexually transmitted infections and abortion care. Learn more in this [Fact Sheet](#).

SB23-190

Prohibiting Deceptive Practices of Anti-Abortion Centers: This bill prohibits the use of deceptive advertising by anti-abortion centers, prohibits advertising for abortion reversal as a deceptive trade practice, and makes the prescribing, offering, or facilitation of abortion reversal unprofessional conduct for licensed, registered, or certified health care providers. Learn more in this [Fact Sheet](#).

We actively opposed the misleadingly named **HB23-1098**, [Women's Rights in Athletics](#) by arranging testimony opposing HB23-1098, a bill that sought to effectively ban transgender individuals from participating in sports. This bill was successfully killed in committee and did not become law.



VOTER EDUCATION FOR REGIONAL SCHOOL BOARD ELECTIONS

As a 501(c)3 nonprofit organization, we continue to work to understand and share information with our constituents about the candidates and their stances on topics that are important to our community so they may cast an informed vote. Ensuring LGBTQ+ students are safe in their schools and have access to inclusive, accurate curriculum and resources is a crucial issue for our community. In response to organized efforts across the country and in Colorado to ensure the takeover of local school boards by conservative activists, we focused on voter education and engagement in regional school board elections through the use of a candidate questionnaire and candidate forums in Boulder Valley, Poudre, Thompson, and St. Vrain Valley School Districts. These forums were our first community events in our Northern Colorado service area. Since St. Vrain Valley candidates ran uncontested, we did not hold a forum in that district but did distribute the candidate’s answers to our questionnaire. Questionnaire topics included discipline and bullying, book bans, restorative justice, achievement gaps, charter schools, and inclusive social studies standards. You can view the completed questionnaire and recordings of the forums on our website.

COMMUNITY SUPPORT

When members of our community experience bullying, harassment, or discrimination, we support them by listening to their stories, connecting them to programs and services, referring them to appropriate external resources when relevant, and sometimes showing up to be with them in meetings and official proceedings to address the issue. Having a representative from a strong advocacy organization can change the dynamic, and our presence to witness how issues are handled can positively impact the outcome. On occasion, we have also had staff representation in restorative justice processes involving LGBTQ+ people and issues. In these cases, staff representatives may be asked to speak to the broader impact of bias incidents on the community as a whole, help advocate for respectful communication, and act in other support roles. In 2023, we attended meetings with the Boulder County Sheriff’s Office Restorative Justice program, meetings with teachers and principals to advocate for LGBTQ+ students, and court proceedings to ensure fair treatment of community members.

THE OBC ADVOCACY TEAM 2023

- Mardi Moore** (she)
Executive Director
- Bruce Parker** (he)
Deputy Director
- Michal Duffy** (they)
Director of Strategic Initiatives
- Zack Lineaweaver** (they)
Advocacy Intern

ADVOCACY & PUBLIC POLICY COMMITTEE MEMBERS

- Neil Fishman** (he), Chair
- Jean Dubofsky** (she)
- David Ensign** (he)
- Anne Guilfoile** (she)
- Larry Hoyt** (he)
- Dr. Cheryl Lovell** (she)
- Glenda Russell** (she)

EDUCATION

AT A GLANCE

- Two primary programs: LGBTQ+ Inclusivity Trainings and the Speaking Out Program panels
- LGBTQ+ Inclusivity Trainings are live, in-person or virtual sessions primarily for workplaces, staff, and volunteers for nonprofits, government agencies, and businesses.
- Speaking Out is OBC's longest-standing program and is focused on social-emotional learning for participants, primarily students but also church communities and other hosts.
- Speaking Out volunteers are trained to share age-appropriate personal stories as LGBTQ+ and allied people to teach audiences, often students in schools, about LGBTQ+ experiences and allyship.

Part of realizing our vision of an inclusive, equitable, and compassionate world where LGBTQ+ people, families, and communities thrive is educating the general population about our experiences to create cultural competency. These educational initiatives help to break down barriers, quell fears, address discomfort, and correct misinformation so everyone in our community — LGBTQ+ or not — can have greater understanding and connection across our differences. It is imperative, especially in times of targeted misinformation campaigns, increasingly aggressive vitriol, and political attacks, that we dedicate resources to educating and connecting with people outside of our direct community. OBC panels and trainings may be the first time participants have met and heard directly from a trans person. Through these efforts, we can gain unexpected allies and co-create a world where we can all live authentically.

EDUCATION

BY THE NUMBERS



1,582

Individuals reached through LGBTQ+ Inclusivity Trainings



TRAINING SESSIONS

Held, with an average of **45 people per session**

1,000

Individuals attended **Speaking Out** panels

38

Speaking Out panels held

30

Active **Speaking Out** volunteers

BEYOND BINARY: LGBTQ+ INCLUSIVITY TRAINING

Beyond Binary, our LGBTQ+ Inclusivity Training Program — led by Director of Strategic Initiatives Michal Duffy — focuses primarily on workplace settings, which underscores that basic LGBTQ+ competencies are a core professional work expectation. We do not tell people what to believe, but we can help them understand how to behave in professional and communal spaces.

Training sessions are designed to be a comfortable learning environment where all earnest questions are welcome. We strive to weave in humor and levity throughout in order to facilitate audience receptivity and retention, but the content is always taken seriously. The focus is on supporting participants to feel more confident and comfortable when engaging with LGBTQ+ individuals and topics.

We sustain our training program through a fee-for-service model that includes deeply discounted rates for nonprofit organizations. We also offer trained organizations a badge to display in their communications materials, including websites, and list them on our website.

SPEAKING OUT

Speaking Out panels most commonly take place in local middle and high schools, but they are also available to any community group, including churches, for-profit institutions, and civic organizations. The first-person narratives shared through the program give participants access to local, personal stories that they may never otherwise hear. Participants leave with much greater understanding of how bias and discrimination can impact people on a deeply personal level and compassion for LGBTQ+ people. They also hear how much their allyship and actions can positively affect both individuals and general social sentiments that contribute to safety for LGBTQ+ individuals and families. Allyship takes on many different forms, and hearing stories from panelists can inspire participants to find ways to be an ally in their own lives.

We did experience a decrease in our Speaking Out reach in 2023 for various reasons. As one example, St. Vrain Valley School district had a drastic decrease in panel requests during school hours as, even though we have an MOU with the superintendent, teachers still have to alert all parents of topics and offer an opt-out program with alternative work the student can do if they opt out. A changing political climate has created additional administrative burdens for teachers, and we attribute decreased panel requests to that. We will continue to work with teachers and schools and expect to increase our reach in 2024 through additional staff support and engagement.

THE OBC EDUCATION TEAM

Michal Duffy (they)
Director of Strategic Initiatives

Chris Castañeda (they)
Youth Program Manager

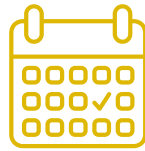
Rouxan Cullen-Rockwood (they/he)
Youth Program Coordinator

YOUTH PROGRAM AT A GLANCE

- Launched Book Queeries, a monthly youth book club, in collaboration with the Boulder Public Library
- Hosted three youth internship programs and hired three social work interns to support programming
- Distributed free gender-affirming clothing through Pat's Closet
- Provided no-cost bus passes for youth in need
- Continued success with hallmark programming, including Lavender Graduation, LGBTQ+ Youth Summer Camp, Night of Noise, Pride programming, Pool Party (all ages), LGBTQ+ Youth Dance, Youth Giving Tree, a Holiday Party, and more

Out Boulder County's Youth Program provides a space for any LGBTQ+ and allied youth to express themselves freely while cultivating new friendships and pride in their diverse identities. From rallies to dances to parties and more, we offer youth-led and youth-informed programming that provides a wide array of opportunities for youth to connect and get involved.

BY THE NUMBERS



**3 WEEKLY YOUTH
GROUPS**

Plus **2 additional bimonthly groups**



80+ STUDENTS

in St. Vrain Valley School District GSAs attended a field trip to our Equality Center

2,290

Points of engagement with Colorado youth

Nearly **600** individuals **served**

40 KIDS scared and entertained during our haunted house **field trips**

50+ Giving Tree Recipients received gifts for the HoliSlay season

YOUTH GROUPS

Our weekly youth groups are our largest source of attendees and engagement. We host free drop-in programming informed by our youth and dedicate time to education, crafting, community building, and cultivating space for youth to thrive in their identities. We host three weekly youth groups: middle school, high school, and Longmont QTs (queer and trans youth). We have seen our young adult group (ages 18-24) and our virtual Dungeons and Dragons programs grow, offering more spaces for members of our community who have aged out or cannot access our physical space. It is incredible to see the friendships that flourish in our spaces and often see our middle schoolers carpooling together to our groups as they “refer-a-friend” to come hang out and participate in our programs.

PAID INTERNSHIPS AND YOUTH DEVELOPMENT

We offered three youth internship programs in 2023. Our interns planned our Night of Noise LGBTQ+ Rally, Queer & Trans Youth of Color Retreat, and our annual LGBTQ+ “Homoween” Youth Dance. They each worked for 12 weeks to put on events for the community, creating safe spaces for queer joy to flourish.

A highlight of the year: Our interns recruited a queer tarot card reader for our dance, and she had a huge line of youth looking to get their cards read, sharing stories about coming to terms with and exploring their identities, talking about their crushes, and fostering self-reflection.

BALLROOM CULTURE IN BOULDER

This marks the second year of our weekly kiki sessions, where we build community and educate youth and QTPOC communities about the ballroom scene, a culture created by trans Black and brown women for trans individuals. We have attendees coming from Boulder, Denver, and even Fort Collins to learn and participate in this experience!

During our Spring Fling Kiki Ball, one youth participated in their best-dressed regalia. This individual had previously experienced severe bullying for their identity but was able to express themselves freely in the ballroom while getting cheered on by crowds and judges; sheer happiness was all over their face! This year we added a winter ballroom event, called the Crystal Ball, so that community members have another chance to share and serve their creativity, uniqueness, nerve, and talent with friends, chosen family, and judges. The Crystal Ball was our first large-scale youth-centered event held in Broomfield.

THE OBC YOUTH PROGRAM TEAM

Chris Castañeda (they/elle)
Youth Program Manager

Rouxan Cullen-Rockwood (they/he)
Youth Program Coordinator

Lily Berlin (she/they)
Youth Program and Communications Assistant

Cecil Kelly (they)
MSW Intern from DU

Tatianna Tinsley (she)
MSW Intern from CSU

Emmett Goodgold (they/he)
MSW Intern from DU

NIGHT OF NOISE YOUTH INTERNS

Jaziel Morquecho-Beltran (he)

Violet Dempsey (they)

Atiya Hasan (she)

Jay Schwartz (any)

LGBTQ+ YOUTH DANCE INTERNS

Henry Walker (any)

Parot Pembleton (he/she/they)

Elia Shaughnessy (she/they)

Rose Knollenberg (all)

QTPOC YOUTH PROGRAM INTERN

Alejandro Sandoval (any)



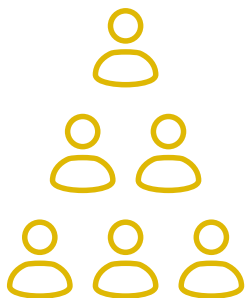
SCHOLARSHIP

MAGICAL MERMAID

- Scholarships were awarded as a part of OBC's annual Lavender Graduation celebration, and awardees were also recognized during the annual Pool Party.
- This scholarship is given in honor of Sara Thompson, a fabulous high femme and warrior for the LGBTQ+ community who passed away in 2019.
- Don't let the term "scholarship" fool you: Magical Mermaid awards can be given to any LGBTQ+ community member residing in Colorado who "seeks to create positive change in their own lives and the lives of others."

BY THE

NUMBERS



6 AWARDEES

Out of **24 applications**

2 individuals received the maximum scholarship of

\$5,000 for the first time ever

\$22,000

Awarded in **2023**

\$50,000

Awarded to **18 individuals** since 2020



Sara Thompson believed in the power of all people to create opportunities from difficulties and often lent her strength to those who needed it most. She volunteered with both OBC and Rainbow Elders to create safe, welcoming, and inclusive spaces for queer youth and seniors in particular.

To continue her legacy, this scholarship is intended to provide monetary support to LGBTQ+ community members of all ages, whether in school or not, to support their ongoing efforts to create positive change in their own lives or the lives of others.

Among our six 2023 awardees were:

- A transgender DJ who provides pop-up LGBTQ+ dance parties in rural communities where few or no LGBTQ+ resources or community centers exist.
- A lesbian mom pursuing her law degree to continue her work with LGBTQ+ and undocumented asylum-seekers.
- A nonbinary member of Denver’s queer Ballroom community who is starting medical school to better serve LGBTQ+ people who are low-income.

THE OBC MAGICAL MERMAID TEAM 2023

Kyl Caragol (he)
Director of Development

Lily Berlin (she/they)
Youth Program & Communications Assistant

2023 MAGICAL MERMAID SCHOLARSHIP COMMITTEE

Trenton Thompson

Marisa Schrider

Ale Sandoval

Luis Sandoval

Cassandra Zetlmaier

BEHAVIORAL HEALTH & WELLNESS PROGRAM

AT A GLANCE

- Expanded The Point and Pride in Recovery service areas to include Larimer and Weld Counties, as well as some virtual offerings available to LGBTQ+ community members across Colorado
- Strengthened recovery services by launching harm-reduction efforts and developing new collaborative partnerships through co-located services and events
- Planned and hosted recovery-focused events including Road to Recovery Concert, Recovery CookOUT, Halloween and Christmas Eve parties, and the Sober for the Holidays Variety Show

BY THE NUMBERS

441 THERAPY APPOINTMENTS PROVIDED

With **81% of participants successfully discharged** from services either achieving therapeutic goals or connecting to long-term therapeutic care



1,000+

Fentanyl test strips and 373 kits of Naloxone distributed to the community



133

Unique individuals engaged with The Point and accessed case management/service navigation

Hosted **8** acudetox clinics and **6** recovery community events

500+

Points of contact with recovery support programming through collaboration and unique independent programming



The Point operates as an entry point for LGBTQ+ community members to access mental health and case management support. In Fall 2023, we expanded these behavioral health services outside of Boulder County into the northern Colorado counties of Larimer and Weld, while also serving a limited number of participants from outside our primary service areas. This program is for LGBTQ+ individuals age 12 and up with Medicaid, Medicare, or no insurance and offers responsive therapeutic support within 14 days, referrals, and assistance navigating public benefit systems. Services through The Point are provided by LGBTQ+ competent providers, with bilingual/bicultural services available. The goal is to provide short-term therapy while individuals wait to be connected to ongoing/long-term therapy. The Point supports individuals in their efforts to navigate the mental health system and receive services at the same time.

Pride in Recovery is our peer-led recovery support program open to any adult in Colorado. Pride in Recovery offers LGBTQ+ specific, peer-led substance use recovery support services regardless of where an individual is in their recovery. In 2023, we began co-locating at other recovery-focused organizations (A Way Forward, Recovery Cafe Longmont, TGTHR) and prioritized community building, social connection, and resourcing. We offer individual one-on-one coaching sessions, harm-reduction supplies, and sober events that provide celebratory community spaces that are not centered around substances and substance use.

Pride in Recovery held six sober, substance-free events in 2023:

- **Recovery CookOUT** (Oct. 1, 2023): A sober meeting place for LGBTQ+ folks and allies in recovery that offers a potluck-style barbecue, outdoor games, and opportunities to mingle with community members
- **Halloween Party with A Way Forward** (Oct. 31, 2023): A sober event where people were invited to dress in costume, dance, sing karaoke, and express themselves
- **Road to Recovery Concert (Nov. 17, 2023)**: A night of live music from LGBTQ+ musicians, allies, and people in recovery from substance use and trauma supported by local recovery partners, including Recovery Cafe Longmont, A Way Forward, Northstar Transitions, and Natural Highs, which provided Acudetox and a quiet space for people to recharge
- **Herbalism for Nervous System Support Workshop** (Dec. 18, 2023): The first class in a series taught by certified herbalist Megan Phillips, founder of Sun Magic Apothecary, where participants learned the properties of herbs used to calm the nervous system and their impact on our physiology and teas and other products to sample
- **Christmas Eve Party with A Way Forward** (Dec. 24, 2023): An event with light music and a lot of food that allowed people with only a few days of sobriety to feel supported by fellow sober people; more trans and nonbinary folks in recovery continue to show up to A Way Forward for collaborative events with OBC because they feel safe enough to be themselves in the space
- **Sober for the Holidays** (Dec. 30, 2023): A variety show supporting local queer and sober acts, featuring an array of comedians, poets, musicians, and drag performances that offered an eclectic assortment of lived experiences



THE OBC BEHAVIORAL HEALTH & WELLNESS TEAM

Tamora Tanniehill (she)
Director of Behavioral Health and Wellness

Riley McKelvy (she)
Case Management Coordinator

Carlisle Quinn (they)
Peer Support Specialist

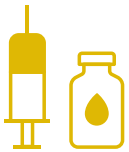
Lauren Levine (she)
Northern Colorado Case Management Coordinator

Ruby Guardado (she)
Behavioral Health Administrative Assistant

HEALTH ADVOCACY AT A GLANCE

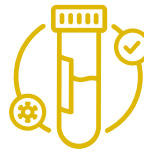
- COVID-19 and influenza vaccines distributed in partnership with vaccine providers
- Held our first event in Weld County — [Happy HoliGAYs Health Fair](#) — with local partners

BY THE NUMBERS



21

Vaccine equity clinics hosted, with hundreds of vaccines administered



336

COVID-19 rapid antigen tests distributed

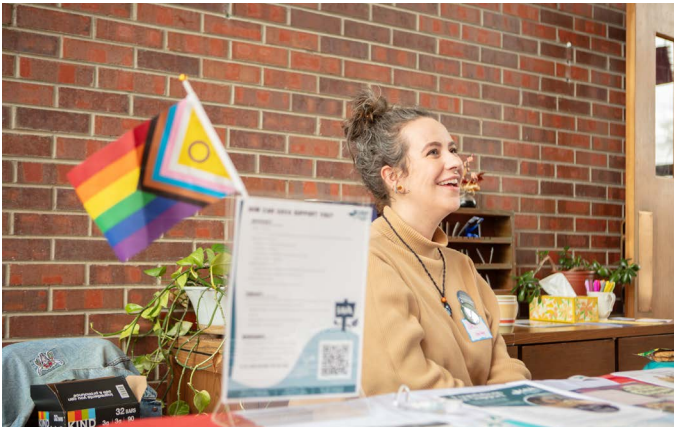
Worked with

12 NEW VACCINE PROVIDERS

and community partners to better serve LGBTQ+ people

OBC's Vaccine Programming broke new ground in 2023, expanding its scope into Adams, Larimer, Jefferson, and Weld Counties in addition to Boulder. Budding partnerships with community-based organizations, local and state public health agencies, and influential messengers kept our programming nimble as we continued to navigate the changing landscape of the COVID-19 pandemic into its fourth year. Promoting the new COVID-19 vaccine launched in Fall 2023 and coordinating access to it remain high priorities for our program going into the new year.

With a greater focus on health equity and advocating for the holistic healthcare needs of LGBTQ+ individuals and families this fall, we partnered with vaccine providers, as well as providers of STI testing, cholesterol and blood sugar screening. We also continued to promote resources and education on tobacco cessation and household health needs like water-quality testing. Looking to 2024, we will offer and support more programming and resources that lower the barriers of access LGBTQ+ Coloradans face when seeking healthcare.



VACCINE CLINICS & COVID-19 PREVENTION WORK

Our vaccine program aims to address and lower the barriers to access LGBTQ+ Coloradans face when seeking immunizations, as well as promoting communicable disease prevention through education and advocacy.

In 2023, we coordinated 21 vaccine equity clinics where community members were invited to receive COVID-19, influenza, and TDAP immunizations in spaces with affirming providers.

Distributing COVID-19 rapid antigen tests N95 and surgical masks at our Boulder and Fort Collins offices, as well as offering and participating in educational resources and events, helped mitigate the spread of respiratory illnesses in our communities.



HAPPY HOLIDAYS HEALTH FAIR

“This is Christmas to me,” remarked one attendee of the Happy HoliGAY Health Fair, held on Dec. 9, 2023. At this winter holiday themed event at the Unitarian Universalist Church of Greeley in Weld County, Colorado, community members received COVID-19 rapid antigen tests, masks, Narcan, fentanyl test strips, goodie bags of mental health-boosting treats from Sexual Assault Victim Advocate, tobacco-cessation education, and additional health-education materials. Testing was also available for blood sugar levels, cholesterol, and STIs. COVID-19, influenza, and TDAP vaccines were offered by the Weld County Department of Public Health and Environment.



But a pile of resources beneath an evergreen does not a holiday make. As the aforementioned community member suggested, it was the enthusiastic passion of volunteers and providers in a safe and affirming environment that made the event most memorable. Far from the sterility of a traditional clinic, redefining healthcare as action that takes place in a community space with community support continues to lower the barriers of access to care.



THE OBC HEALTH EQUITY TEAM 2023

Kaia Ball (they)
Vaccine Equity Advocate

Nate George (he)
Facilities & Special Projects Manager

TRANSGENDER PROGRAMMING AT A GLANCE

- Saw a meaningful increase in attendance and participation at events and activities for trans people and their significant others, friends, family, and allies
- Launched the ASTRA Fund — Advancing & Sustaining Trans Rights & Autonomy — to support trans people of color seeking gender-affirming care
- Provided additional behavioral health support through the Boulder County Gender Support Group, which acts as a source of understanding, strength, and reflection for the trans, nonbinary, and gender-expansive community

BY THE NUMBERS

80

People attended our first-ever
Trans Dance of Celebration



42

People attended our **Trans Job Fair**

80+ **INDIVIDUALS**

Attended Gender Support meetings, with **768 total points** of attendance across the year



200

People attended our **BBQueer** for trans people and their significant others, friends, and family



TRANSGENDER PROGRAMMING AT OBC

OBC's transgender programming continues to be a vibrant resource for trans folks in Boulder County and beyond. In 2023, our programs grew and adapted to better meet diverse community needs based on participant feedback. We provided new ways to engage in programs and groups, as well as additional activities and events, including nature walks and pottery nights. We increased community engagement in events and social/support groups specifically for trans and gender-expansive folks by connecting with community advocates, forming collaborative partnerships, and creating resources. The reach of the Trans Program also extended north into Larimer and Weld counties. Throughout the year we saw increasing connections and opportunities for collaboration between our trans and QTPOC programming.

TRANSGENDER ADVISORY COMMITTEE

The Transgender Advisory Committee began in 2015 as the Transgender Steering Committee. In its current configuration today, the Transgender Advisory Committee (TAC) is a group of volunteer members who guide our initiatives to better serve the trans and gender-diverse community. Members of this committee must identify as transgender, nonbinary, Two-Spirit, intersex, or another gender-diverse identity. Committee members also speak on issues impacting the trans community at OBC events, and on behalf of OBC at external events.

Rob Hammond (they)

Bryn Long (he)

Rev. Nicole M. Garcia (she)

Ray Green (they)

Ren Dawe (he/they)

BOULDER COUNTY GENDER SUPPORT

Boulder County Gender Support Group (BCGS) is a safe and courageous space for adults looking to find community during their gender exploration. Many attendees express how essential the space is to discovering themselves and their own sense of belonging. New attendees communicate that the space feels inviting and safe. BCGS continues to shift and change dynamically, and positive results have been noted, according to participant feedback:

“The safety of the space and the community is **SO KIND**, love them all.”

“The insights and life experiences shared by group members and facilitators are of **great value to my own pathway**. Carlisle is exceptional with being welcoming, sharing guidance, and providing structure. Luci is clearly brilliant and shares deep wisdom and insights rooted in encyclopedic knowledge.”

“This group **saved my life**, period.”

“I am very **grateful for this group and for the facilitators and participants**. The experience has been making a major difference in my life and has helped me along my healing pathway related to gender identity.”

QUEER & TRANS PEOPLE OF COLOR PROGRAMMING AT A GLANCE

- Continued to serve and offer connection and cultural education to the community
- Increased community engagement with offerings for queer and trans people of color (QTPOC)
- Educational components of QTPOC programming praised as the most inspirational piece of the program
- Helped several community members with scholastic endeavors and academic excellence
- Explored new interests including nature-based programming such as QTPOC Ski Trip, QTPOC Camping Retreat, Flower Power Flower Crown Making and Nature Walk, and Bachata en la Naturaleza
- Offered extremely successful Orgullo dance classes and free-dance sessions

BY THE NUMBERS

171

People attended Orgullo dance classes and sessions

76

People attended the QTPOC Pride block party

621+

Points of attendance at QTPOC Program events

4

QTPOC interns supported new, creative programming



QTPOC SCHOLARSHIPS

The QTPOC Program partnered with two scholarship programs in 2023:

- **Cielo Scholarship** — The Cielo Foundation is a Boulder-based financial-assistance program for those seeking technical education. The initiative is founded on the belief that academic excellence can be achieved through low-cost programs that do not create large amounts of debt for the student. Out of 32 applicants, two were awarded the Cielo scholarship. One applicant praised the QTPOC program for providing assistance throughout the application process.
- **Alex Ortega Scholarship** — Named after a local student and activist, the Alex Ortega Scholarship awards \$5,000 to an LGBTQ+ undergraduate or graduate student in Colorado. There were 23 applicants to the Alex Ortega Scholarship in 2023 and one awardee. Originally from Gomez Palacio, Durango, Mexico, Alex Ortega migrated to the U.S. at the age of 16 and has lived in Colorado since. Alex is undocumented, queer, unafraid, and unashamed.

CULTURAL EVENTS FOR CONNECTION & EDUCATION

The QTPOC Program makes a huge effort to build our community in the most ethically engaged manner we can through educational programming. Here, we highlight a few of the key cultural celebrations observed throughout the year.

Black History Month events included Ballroom Culture 101, two screenings of queer, Black films, a queer prison pen pal Valentine's Day card-making event, and a queer bachata class and dance session. Juneteenth began a critical dialogue around how the African-American story is told in Boulder, and the QTPOC Program's Juneteenth celebration included an open mic night at a local art studio with a powerful lineup of independent writers and poets who shared their experiences on being Black and American in the Boulder Valley region.

Likewise, our Indigenous Peoples Day Talent Showcase was vibrant and energetic, with powerhouse queer and Two-Spirit performers, healers, poets, and musicians providing deep and enriching experiences. Dia de los Muertos brought together the Latinidad community for a folk-art workshop in collaboration with Luna Cultura and the Boulder Museum of Contemporary Art. Many other events throughout the year, such as the Lunar New Year, Asian and Pacific Islander Heritage Month Party, and nature-based programming, created amazing opportunities for connection and camaraderie.



THE OBC QTPOC PROGRAM TEAM

Ruby Lopez (she)

Queer & Trans People of Color Program & Spanish Access Coordinator

Lucinnia Majik (she)

QTPOC Program Intern

AlJoud Al Kadim (any pronouns)

QTPOC Program Intern

Devon Quispé (he)

QTPOC Program Intern

Luis Sandoval (he)

QTPOC Program Intern

QUEER CREATIVE AT A GLANCE

- Hosted the first Queer Circus during Pride Month to offer a space for creative connections and highlight local artists and performers
- Launched the first-ever Colorado Queer Comedy Festival, which included LGBTQ+ comics from Colorado and across the country
- Hosted Queer Art Organics, a monthly open mic, and offered creative-writing workshops hosted by Naropa University graduate Aimee Herman

BY THE NUMBERS



207

People attended the inaugural Colorado Queer Comedy Festival featuring **17 comedians, improv performers, musicians, and other humorists**

85

People attended two staged readings of “Coal Wars” featuring **15 cast members**

176

People attended the Queer Circus variety show featuring **13 artists**



OBC leaned into arts and culture in 2023, hosting a number of queer-created and queer-led events featuring talent across genres. Creativity is foundational to the queer community — in a world that often doesn't understand queerness, creative endeavors simultaneously build bridges and provide a relief valve. These initiatives allow OBC to support, foster, and showcase our local queer creative community.

- **Queer Creative Writing Workshop** offers queer writers a space to work on their craft in community with others. The sessions feature optional prompts and group feedback, and participants are invited to stay and share their work during Queer Art Organics, an open mic event.
- **Queer Art Organics** is a monthly variety show open mic following Queer Creative to celebrate home-grown art by LGBTQ+ folks. Hosted/curated by Aimee Herman, each month features one or two highlighted performers as well as an opportunity for local musicians, comics, poets, playwrights, performance artists, and creatives of all kinds to take the mic.
- **Queer Circus (June 23, 2023)** was a cabaret-style show that featured more than a dozen local LGBTQ+ artists. Held at Boulder's Junkyard Social Club (a beloved OBC stomping ground in 2023), this 18+ variety show offered burlesque, comedy, theater, poetry, aerial art, and music.
- **"Coal Wars" (staged reading, July 28 and 29, 2023)** is a play by Ren Dawe that shines a light on forgotten heroes during West Virginia's Battle of Blair Mountain. In 1921, an armed conflict broke out between coal miners and the companies they worked for, fueled by harsh working conditions and denial of basic rights. Despite the dark subject matter, "Coal Wars" is rooted in the resilience of a community, capturing the struggle, passion, and sacrifice of those who fought for the rights we enjoy as employees today.
- The inaugural **Colorado Queer Comedy Festival (CQCF, Oct. 27 and 28, 2023)** is built on the concept that "laughter is the shortest distance between two people." This Victor Borges quote drove CQCF founder Ren Dawes' journey as a trans man building a career on the American comedy circuit. This two-evening event featured 17 comedians, improv performers, musicians, and other humorists at Junkyard Social Club.

QUEER CREATIVE TEAM

Bruce Parker (he)
Deputy Director

Ren Dawe (he/they)
Volunteer

Aimee Herman (they)
Volunteer



FINANCE & DEVELOPMENT

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CAPITAL CAMPAIGN	38







TREASURER'S REPORT

Our accounting ledger tells a story of how Out Boulder County made an impact in so many areas, in so many ways, for so many people in 2023. On the revenue side, the numbers represent the unwavering belief, support, and commitment our donors and grantors place in OBC's vision and mission. Total revenue to operations in 2023 exceeded \$2.32 million (\$2,321,203), marking a year of sustained growth and expansion for Out Boulder County.

Substantial multi-year grants enabled OBC to invest significantly in health equity programs and services, particularly within the behavioral health and health advocacy realms, that make a critical difference in our LGBTQ+ communities. These grants also allowed OBC to expand outreach and impact geographically into Larimer and Weld counties, collaborating with local individuals and organizations to respond to the needs of the community. Growth in our individual donor base is vital to positioning OBC well for our next 30 years of impact. In 2023, individual donations increased 19% over 2022 for a total of \$723,147. We look forward to continued, strategic growth in 2024.

Operating expenditures for 2023 totaled more than \$2.45 million (\$2,450,454), allowing our dedicated staff and volunteers to work toward the organizational vision of an inclusive, equitable, and compassionate world for LGBTQ+ people, families, and communities. While expenses for the year exceeded revenue by \$129,251, this deficit was an artifact of accrual accounting, as OBC maintained carryover funds in excess of \$500,000 in our reserves from multi-year grants supporting our work in 2023 and beyond.

Our Capital Campaign received \$707,785 in generous donations in 2023, bringing us to nearly \$4 million of the campaign's \$6 million goal. Money dedicated to the campaign funds the purchase of the Equality Center of the Rocky Mountains, and the installation of an elevator that ensures we keep our campaign promise: "We All Belong Here."

For a breakdown of revenue sources and expenses by class, please see the accompanying charts on the next page. This 2023 annual report will be released prior to the completion of the annual audit, so the financials reported herein are as yet unaudited. The 2023 990 can be found on the website and the audited financials, once completed, are available upon request.

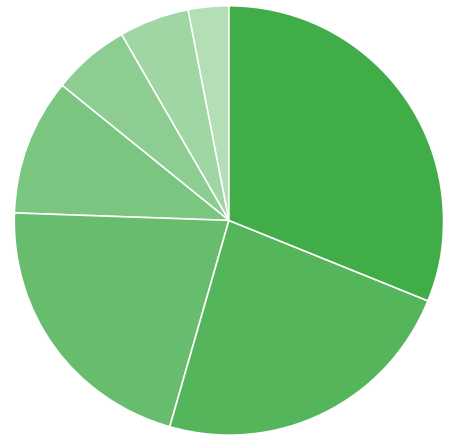


KAYLIN GRAY, Treasurer and Board of Directors

OUR FINANCIALS

2023 OPERATING REVENUE SOURCES

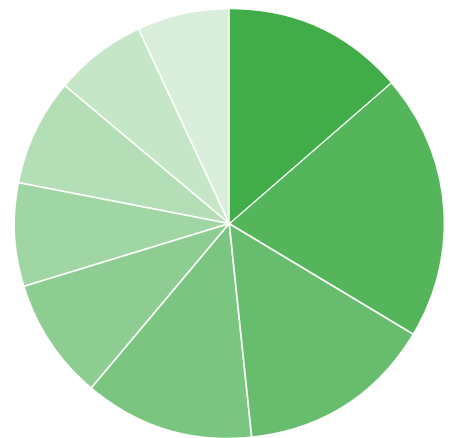
Individuals	\$723,147	31%
Government Grants & Contracts	\$529,611	23%
Foundations	\$494,245	21%
Sponsorships	\$238,702	10%
Special Events	\$148,611	6%
Corporate	\$112,208	5%
Other:	\$74,679	3%



Total: \$2,321,203

2023 OPERATING EXPENDITURES BY CLASS

General Programs	\$ 347,083	14%
Operations	\$ 478,882	20%
Behavioral Health & Wellness Services	\$ 375,827	15%
Prevention & Recovery Services	\$ 325,520	13%
Events	\$ 232,396	9%
Community Education & Advocacy	\$ 207,752	8%
Youth Programming	\$ 206,032	8%
Pride Programming	\$ 160,264	7%
Fundraising	\$ 166,066	7%



Total: \$2,499,822

CAPITAL CAMPAIGN AT A GLANCE

- Surpassed the halfway mark of our \$6 million goal
- Began dedicating rooms in the Equality Center of the Rocky Mountains to local LGBTQ+ legends, starting with the Rorex Board Room
- Raised funds for elevator installation, which is scheduled for completion by June 2024

CAPITAL CAMPAIGN BY THE NUMBERS



\$3.38M

Reached thanks to the generosity of **168 donors** and **12 corporate sponsors**

71 NEW DONORS

Welcomed to the campaign

Expanded the Capital Campaign Committee and Honorary Committee to

30 + DEDICATED VOLUNTEERS



ABOUT THE EQUALITY CENTER OF THE ROCKY MOUNTAINS

The Equality Center of the Rocky Mountains represents decades of growth, victory, struggle, and joy for the LGBTQ+ community in Boulder County and beyond. It creates space for truly inclusive events. The Equality Center provides room and facilities for our amazing support and social programs and services, and it facilitates health and wellness at a time when members of our community, particularly trans people, feel increasingly under attack. It encourages our youth to flourish and grow together and serves as a springboard for community support and action that reaches far beyond the walls of the building. It is where We All Belong.

INCLUSIVE EVENTS

Our first-ever Women's Dance Party was held at the Equality Center on Sept. 15 at the suggestion of one of our Capital Campaign Committee members. Featuring a live DJ (a prior recipient of OBC's Magical Mermaid Scholarship), the evening drew around 100 women of all identities for dancing, laughter, and community joy. The event was specifically transgender and nonbinary/femme inclusive. To top it off, these awesome attendees raised more than \$15,000 for the Capital Campaign.

HONORARY COMMITTEE

Jennifer Caracciolo
Randy Clapp & James Hoppe
Kevin Daly
Michael Dougherty
Jennifer Egbert
Dave Ensign & Mike Mills
Lin Erhardt
Nancy Grimes
Jean Hodges
Eric & Sandy Hozempa
Dorothy Rupert
Elaina Shively
John & Molly Tayer
Diane Wild & Karla Rikansrud
Bob & Katy Yates

ROOM TO GROW

A full \$1 million of the \$6 million Capital Campaign is specifically earmarked for new and expanding programs and services. Between 2022 and 2023, OBC added more than a dozen new staff to our team, including staff working on our expansion into northern Colorado.

ROOM DEDICATIONS

The success of Out Boulder County is the result of three decades of work from dozens of current and former board and staff members and countless volunteers and donors. The Equality Center of the Rocky Mountains is a physical manifestation of that success where we can recognize the leadership that made this possible. Spaces in the building will be dedicated to and named for notable figures from local LGBTQ+ history, both to honor these role models and to highlight their guidance and determination as inspiration for the community.

THE OBC CAPITAL CAMPAIGN TEAM 2023

Mardi Moore (she)
Executive Director

Kyl Caragol (he)
Director of Development

2023 CAPITAL CAMPAIGN COMMITTEE

Kevin Ellis, Co-Chair
Jahnvi Brenner, Co-Chair
Mary Dineen
Neil Fishman
Nicole Garcia, MA NCC
Libby Neumann
Ann Noonan
Fintan Steele

COMMUNITY INVESTMENT AT A GLANCE

- In 2023, we raised well over \$3 million in donations, sponsorships, and grants — to put towards our work to create a more equitable, safe, and affirming world for LGBTQ+ people and families.
- We continued to stretch donations by cutting back on operational costs wherever we can, meaning more of your donations go right to the causes we all care about most.
- In 2023, 73% of our employees and Board members were also donors to OBC.

COMMUNITY INVESTMENT BY THE NUMBERS



1,711 donors contributed **3,309 gifts** across our campaigns and programs, with most individual donors (**520 people**) contributing during **Colorado Gives** season in November and December



4% growth in total donors in **2023**, when the nationwide average was down significantly from 2022; donor retention (donors who gave last year or some prior year and gave again this year) was also above the industry average.



Met or exceeded every **fundraising campaign** goal except one (a near miss!), out of a total of **14 campaigns**



Launched a formal planned-giving element to our fundraising portfolio, with **28 supporters** pledging to give through their will or funeral wishes in just the first year

Development is just another term for fundraising, and fundraising takes many forms. At OBC, we reach out across numerous channels to connect generous community members with opportunities to give in ways that are impactful for our whole LGBTQ+ community.

OBC's success, even and especially during difficult times for the LGBTQ+ community, is owed to the commitment of our supportive and caring donors. In 2023, our donors kept our momentum going, with increases in monthly donations, average gift size, and number of gifts throughout the year, as well as more than \$1 million in new planned legacy gifts.

SHARING THE LOVE

OBC believes in paying it forward to the LGBTQ+ community in every way we can. Our Sara Thompson Magical Mermaid Scholarship provided more than \$22,000 in funds in 2023, the most ever — and to the most recipients ever! In addition, we were able to secure direct assistance for several LGBTQ+ individuals and families who could not find support elsewhere.

We believe in sharing the love so much, this year, for the first time, we offered our “Gifts for Grinches” holiday cards. Donors who gave “in honor” of an anti-LGBTQ+ person in their lives could then opt for OBC to send these honorees a very gay (think rainbow glitter unicorn) greeting card as a holiday gift. Gifts for Grinches got the most likes, shares, and comments of any social media post in 2023, raised more money than it cost, and sent some very glittery gifts to people in Arizona, Colorado, Florida, Mississippi, Missouri, Ohio, Oklahoma, South Carolina, Tennessee, Texas, Utah, West Virginia, Wisconsin, and Wyoming.

INSPIRING IMPACT

We all have causes we care about passionately, and OBC offers so many services that everyone can find something to be passionate about! Here are some of our top campaigns this year:

- Big Hearts, benefiting transgender programming
- All Out for Out Youth
- Give OUT Day, a Pride-themed, LGBTQ+ specific month of giving
- OBC's End of Year Campaign, comprising both Colorado Gives Day and our year-end appeal, provided a record-breaking amount of support for our general operating fund.

IMPACT STORY

"It just kept slowly escalating," Karina recalled. "I wasn't desperate to leave Texas — we'd lived in our town for over ten years. It was our home."

Karina's son, Charlie, is transgender. Hers is one of the thousands of families who have been forced to flee anti-LGBTQ+ persecution across the country in the last year and a half.

In February 2022, Texas Attorney General Ken Paxton issued a legal opinion stating that providing gender-affirming care for minors should be considered child abuse. He instructed the Department of Family and Protective Services (commonly referred to as Child Protective Services, or CPS) to launch multiple investigations into hospitals providing gender-affirming care for minors.

Karina recalled, "Appointments were getting canceled, everything got canceled. Pretty much any positive progress that we made got shut down. It left Charlie in a big nowhere."

Because gender-affirming care had been labeled "child abuse," all mandatory reporters — meaning teachers, coaches, Scout counselors, religious leaders, even therapists — were required to report parents of transgender children to the state for criminal investigation. Terrified of losing her child to CPS, violence, or suicide, Karina made the decision to leave her home, her fiancé, and her elder son behind in order to move to Colorado and keep Charlie safe.

That's when Karina found Out Boulder County. We directed her to a local high school known for its support for LGBTQ+ kids and those who've gone through trauma.

Our team also talked her through how to get Charlie looped in with our Youth Program, and connected Karina with referrals for health care and mental health support.

"The real, I would say transformative, experience was going to Boulder Pride last year. Feeling safe in a big group and meeting people who were fighting for the same things we're fighting for — that really drove the message home that we were in the right place."

Charlie and Karina decided they were going to take advantage of all the community connections they could find.

Karina credits their soft landing to Charlie's resilience and to the community and support she and Charlie have found at Out Boulder County. Charlie has made friends and had adventures, including the LGBTQ+ youth camping trip. He's found mentors in OBC Youth Program staff, and he's also thriving in school again.

"Charlie is no longer fighting to stay alive," Karina said. "Here, he can grow and become an adult and be able to find a path."

Now 16 years old, Charlie is a junior. Karina keeps in close touch with her other son and fiancé back in Texas, and is optimistic they will be reunited once Charlie graduates from high school and gets on his own feet. Karina looks forward to being together again with the rest of her family that has been torn apart by Texas's rigid, inhumane anti-trans policies.

"Everybody deserves to be safe," said Karina. "Being in Boulder County doesn't mean we can ignore what's going on just a few hours away. People think this is a fortress. But the dragons are still out there."

THE OBC COMMUNITY INVESTMENT TEAM

Mardi Moore (she)
Executive Director

Bruce Parker (he)
Deputy Director

Kyl Caragol (he)
Director of Development

Juan Moreno (he)
Director of Operations

EVENTS

PRIDE 44

COMMUNITY ACTIVITIES & EVENTS 46

GROUPS 47





BOULDER COUNTY PRIDE MONTH AT A GLANCE

- Marked our 29th Boulder Pride Festival
- Record number of local businesses supported Pride Month with 3rd-party efforts
- Expanded Youth Program's family-friendly efforts with engaging events and activities

BY THE NUMBERS

~15,000

Attendees **celebrated Pride Month at OBC** events throughout June

14

OBC-sponsored **Pride events**, in addition to many 3rd-party events by local and corporate supporters

235

Individual and corporate **volunteers**



PRIDE IN BOULDER COUNTY

Year-round, the team at Out Boulder County works hard to provide support and services to a community with increasing needs. Through it all, we want to create spaces where LGBTQ+ individuals can come together to celebrate who they are, honor one another, and fully express their authentic selves. Pride Month offers this.

We create opportunities for celebration and connection for different subsections of the community we serve. Whether you're sober, looking for something family-friendly, or trying to make connections in the 50+ community, we have a place for you.

We kick off Pride Month every year with Rainbows Over Boulder County, a flag-raising ceremony featuring notable speakers, including city and county representatives. Boulder Pride, held at historic Central Park, is our biggest event of the year. Longmont Pride is a sober, family-oriented celebration, held at the beautiful Roosevelt Park for the first time in 2023. Pride on the Plaza is the newest addition to OBC's Pride programming and growing in strength. Other Pride events we host include the Queer Contenders video game competition, a 50+ mixer, and a QTPOC Pride block party.

SUPPORTING OTHER PRIDE CELEBRATIONS

Our community is not limited to the cities where we hold celebrations, and we're excited to support others in their efforts to reach out to LGBTQ+ individuals across our region. One notable example is the City of Superior. Thanks to the leadership of Leslie Espinoza, CEO of the Superior Chamber of Commerce, we were able to support Superior's first major Pride Month event hosted at The Eatery @ Blue Sports Stable.

SOBER EFFORTS

A growing number of members of our community seek sober experiences at Pride celebrations. While we offer a number of substance-free, recovery-focused events throughout the year, we also wanted to create spaces within all of our events where our sober community can feel comfortable.

In 2023, we included a larger variety of non-alcoholic options, ensuring all of our cocktails came with an NA option and designating all smoking zones outside the boundaries of our events. As we move into 2024, we'll continue to polish our tactics to further create spaces that are affirming and welcoming for all.



THE OBC PRIDE TEAM 2023

Juan Moreno (he/him)
Director of Operations

Anna Nehring (she/her)
Special Events Coordinator

Arthur Knoer (he/him)
Volunteer and Community Programs Coordinator

Sydney Mayhew (she/her)
Special Events Intern

Carlos Carale (he/him)
Special Events Intern

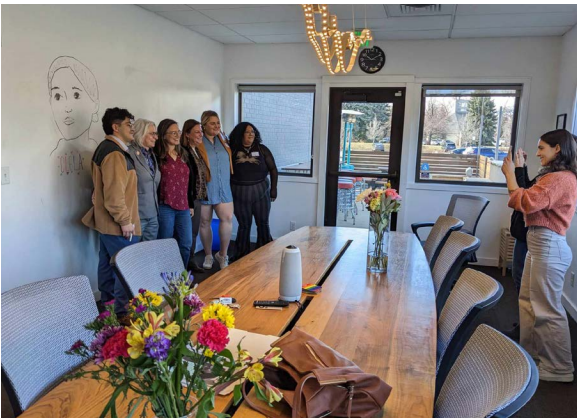
Giana Rocha (she/her)
Special Events Intern

And every staff member and volunteer who pitched in to make Pride possible!



ADDITIONAL COMMUNITY ACTIVITIES & EVENTS

- Authentic Movement
- LGBTQ+ snowshoeing
- Volunteer Training
- Queer & Aging
- Clela Rorex Naming Event for ECRM conference room
- The Art of Storytelling
- Queer & Aging
- Moving Through Generations: A Talk with Doug Kimmel, Ph.D.
- Building Inclusive Practices
- DV8 Pride Party
- I Have A Dream Foundation Dreamer Institute workshops
- Honorary Committee Luncheon
- Women's Party
- "Out of the Blue" Film Screening + Pizza Party
- Halloween Movie Night
- Herbalism for Nervous System Support Workshop
- New Years Eve Women's Party





GROUPS & **RECURRING ACTIVITIES**

- Acudetox Clinics
- Bike Ride Group
- Book Club
- Boulder County Gender Support
- High School Group
- Kiki Sessions
- LGBTQ+ Parents
- Longmont QTs (Queer & Trans Youth)
- Masculinity Group
- Middle School Group
- Queer Art Organics & Queer Creative
- Queer Latin Dance (lessons and free dance)
- Queer Quests
- Supporting Trans & Gender Expansive Friends & Family (SOFFA)
- Tai Chi
- Works in Progress (WIP)
- Yoga for Dysphoria
- Young Adult Group



INVOLVEMENT

VOLUNTEERS 50

COMMUNICATIONS 52





2023

VOLUNTEERS



BY THE NUMBERS

17

Volunteers donated **20+ hours**; another **9 volunteers** donated **40+ hours**

AVG. 59

Hours donated every week of the year by our volunteers

120

Different **events with volunteer support**, averaging more than **2 per week**

305

New volunteer **sign-ups**

3,000+

Total **volunteer hours**

300+

Individual **volunteers**

VOLUNTEER PROGRAM

This year was one of learning and building with the volunteer program. Our primary focus was building systems and methods for the program, as well as expanding volunteer appreciation and support. We had a wonderful and healthy combination of dedicated veterans and eager new volunteers. Of our top 10 volunteers in terms of total hours, four of them were new volunteers.

We built a stronger database to support organizational needs and provide opportunities to match volunteers' interests. Volunteers also loved their Pride volunteer shirts.

END OF YEAR VOLUNTEER AWARD WINNERS

- **Volunteer of the Year:** Josh Koch (he/him) for about 200 hours of volunteering
- **High Impact:** Ren Dawe (he/they) for their help with Queer Circus, Queer Comedy Fest, and many other big events
- **New Kid on the Block:** Steve Snyder (he/they) for outstanding new volunteer
- **Supporting Tomorrow:** Josh Koch (he/him) for his incredible support for the youth program
- **Helping Hands:** Chris Lococo (they/them) for their support through corporate partnerships
- **Showing Up & Showing Out:** Steve Snyder (he/they) for supporting OBC at nearly 30 different events this year

THE OBC VOLUNTEER TEAM 2023

Arthur Knoer (he)

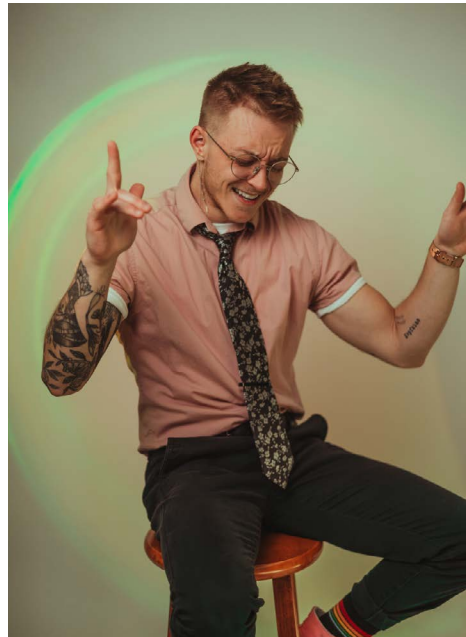
Volunteer and Community Programs Coordinator

Chris Castañeda (they/elle)

Youth Program Manager (for Speaking Out volunteers)



CHRIS LOCOCO
Helping Hands Award



REN DAWE
High Impacts



STEVE SNYDER
New Kid on the Block Award/Showing Up & Showing Out Award

2023 COMMUNICATIONS

CONSTANT CONTACT

Sends across all emails: **344,150**

Opens across all emails sent: **151,390**

Open rate: **46%**

FACEBOOK

Page reach: **343,923** up 100.8%

Page visits: **25,262** up 38.1%

New followers: **567** down 17.5%

Estimated posts: **672**

INSTAGRAM

Account reach: **37,428** down 36%

Profile visits: **12,056** up 29.9%

New followers: **1,106**

Estimated posts: **471**

LINKEDIN

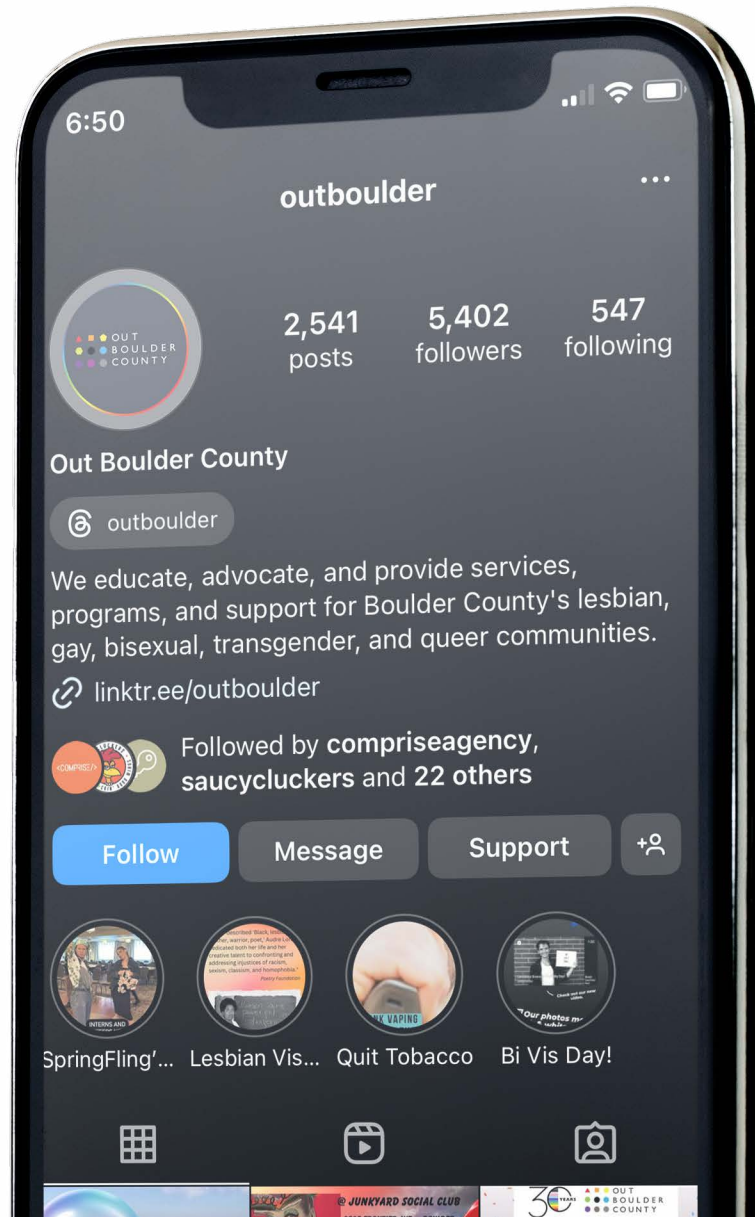
Page views: **1,740**

New followers: **259**

X (FORMERLY KNOWN AS TWITTER)

OBC stopped using X on April 24, 2023. The organization made the following statement around the decision:

“Social media companies have a responsibility to protect their users from hate speech. By quietly removing their longstanding policy protecting transgender people from misgendering and deadnaming on their platform, Twitter has demonstrated a lack of care for the safety and wellbeing of the transgender and non-binary people who use their service.” The full statement can be found on [outboulder.org](https://outboulder.org/blog/statement-on-leaving-twitter): <https://outboulder.org/blog/statement-on-leaving-twitter>



THE AGENDA, OBC'S BLOG

In 2023, OBC engaged a handful of important and accomplished queer and allied community members to write regular columns for the blog space. Once a month, The Agenda features original work by three non-staff columnists:

- Fintan Steele brings his 20 years of science communications experience to the blog by writing about the intersection of science and queerness.
- Psychologist and LGBTQ+ historian Glenda Russell writes about local queer history.
- Human resources consultant Jennifer Caracciolo writes about how to develop safe, inclusive work environments.

THE OBC COMMUNICATIONS TEAM

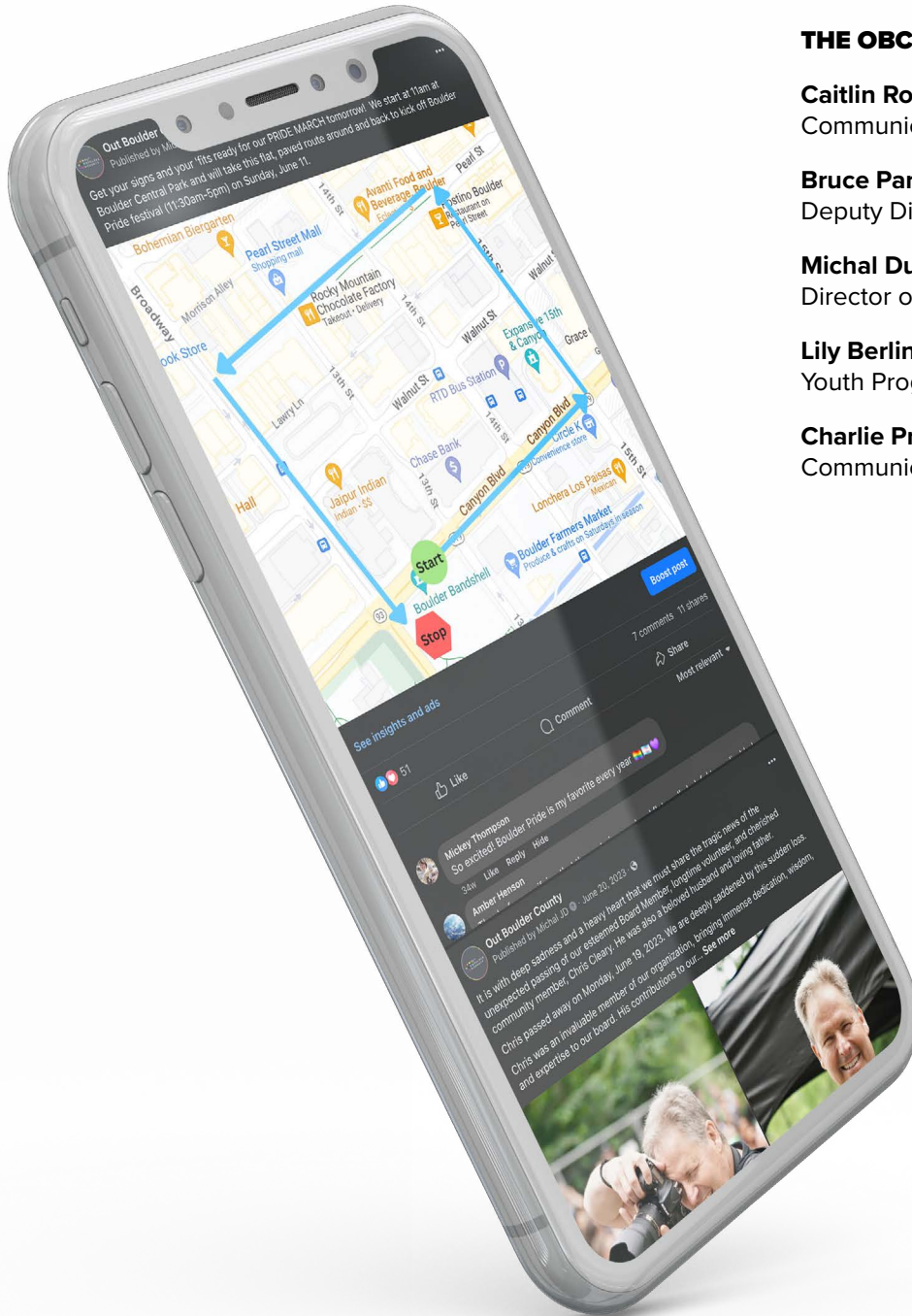
Caitlin Rockett (she)
Communications Director

Bruce Parker (he)
Deputy Director

Michal Duffy (they)
Director of Strategic Initiatives

Lily Berlin (she/they)
Youth Program & Communications Assistant

Charlie Prohaska (they)
Communications & Trans Programming Coordinator



2023 ANNUAL REPORT



OUT BOULDER COUNTY