

-It's in to be out!



Boulder Office

Office Number: (303) 499-5777

**Physical Address:
2132 14th St.
Boulder, CO 80302**



Annual Report 2018

www.outboulder.org

**Mailing Address:
PO Box 1018
Boulder, CO 80306**

Out Boulder County specializes in educating, advocating and providing services, programs, and support for Boulder County's Lesbian, Gay, Bisexual, Transgender, and Queer communities.

Longmont Office

Office Number: (720) 600-4138

**Physical Address:
630 Main St.
Longmont, CO 80501**





2018 Board of Directors



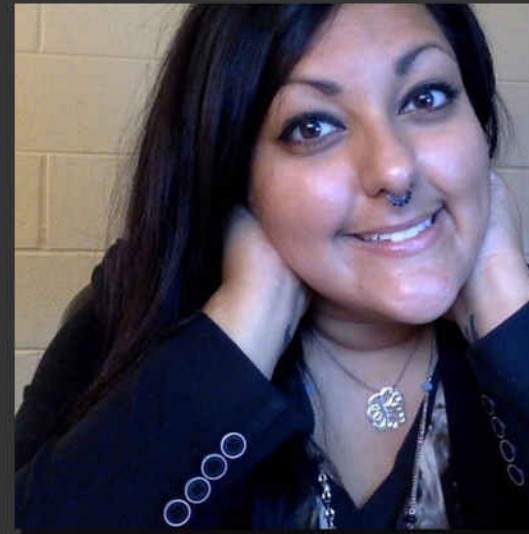
At-Large Members:

Nicolas Bell (He/Him/His)
Kevin Bundy (He/Him/His)
Jennifer Caracciolo (She/Her/Hers)
Miranda Encina (She/They)
Alicia Forde (She/Her/Hers)
Kaylin Gray (She/Her/Hers)
Cole Hart (He/Him/His)
Frank Kogen (He/Him/His)
Fiona Martin (She/Her/Hers)
Jodi Martin (She/Her/Hers)
Morgan Martin (She/Her/Hers)
Aisha Nammari (She/Her/Hers)
Claire Studholme-Secretary until May 2018 (She/Her/Hers)
Brenna Penrod (She/Her/Hers)
Jeff Woods (He/Him/His)



Kevin Ellis
President
(He/Him/His)

Kevin Ellis earned his Masters in Computer Information Systems from the University of Denver and his MBA from the University of Colorado. His career has spanned everything from the public DOD sector to large private companies, and he now focuses on entrepreneurial endeavors and the synthesis of technology and business. Born in Hawaii and raised in Colorado, Kevin likes to spend his spare time on CrossFit, biking, and immersing himself in the beautiful Colorado outdoors with his husband Drew.



Krishna Pattisapu
Vice President
(She/Her/Hers)

Krishna Pattisapu earned her PhD in Culture and Communication in 2014 from the University of Denver. Her research and activism center around the lived experiences of queer and trans people of color. Krishna works as Director of Diversity Recruitment and Retention in the School of Education at the University of Colorado Boulder. Krishna loves to volunteer with LGBTQIA youth. She has taught and supported first-generation students, LGBTQIA students, and students of color for almost seven years. Born and raised in southern Illinois, Krishna spends her spare time seeking opportunities to interact with cats, make art, and learn new things.



Lori Dumler
Secretary
(She/Her/Hers)

Lori is a Boulder native and a CU graduate. She is married and a proud parent. She retired after 30 years as an IT Executive and now enjoys spending time with her family, dogs, hiking outdoors, photography and music. She served for many years on the Open Door Advisory Committee and joined the Out Boulder Board in 2017. She has been an active volunteer for 40 years and believes strongly in giving back to the community.



Ravyn Wayne
Treasurer
(He/Him/His)

Originally from California, Ravyn has called Colorado home for over 20 years. Currently residing in Longmont, Ravyn is a proud parent, photography enthusiast, and works as an Operations and Program manager. As an out and proud Trans Masculine individual, Ravyn is active in the Trans community serving as a peer facilitator and a member of the Trans Steering Committee in addition to his duties as Board Treasurer.

Out Boulder County's mission is to educate, advocate, and to provide services, programs, and support to LGBTQ communities. We do not discriminate on the basis of race, color, religion (creed), gender, gender expression or identity, age, national origin (ancestry), immigration status, disability, health status, marital status, sexual orientation, or military status.

Staff Members:



Mardi Moore
Executive Director
(She/Her/Hers)



Jenna Howerton
Youth Program Coordinator
(She/They)



**Bianca Alejandra
Oyaneder Balzan**
QTPoC Youth Program Facilitator
(any pronouns)



Michal Duffy
Education & Program Manager
(They/Them/Theirs)



Juan Moreno
Corporate Sponsorships &
Special Events Manager
(He/Him/His)

2018 Interns: Gregory Giovannetti (he,him,his), Elliot Vann (he,him,his), AJ Prophet (He,Him,His)



Nate George
Database Coordinator
(He/Him/His)



Libby Neumann
Major Gifts Officer
(She/Her/Hers)



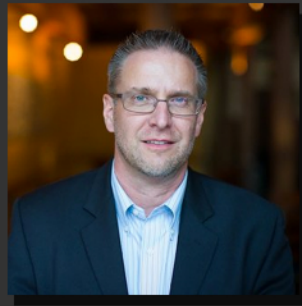
Christine Gibbons
Volunteer Coordinator
(She/Her/Hers)



Charlie Prohaska
Online Content &
Special Events Coordinator
(They/Them/Theirs)



Message from our Board President



I want to say a big thank you to everyone for the support you've given Out Boulder County this year. 2018 was a banner year for us. We set records for funds raised, had the largest Boulder and Longmont Pride events in our history, and this is largely due to your support via donations of time, money and love.

To give you more details on 2018, Out Boulder County has added amazing new staff to better serve our hundreds of volunteers and our 15,000 plus LGBTQ community members. We've created new groups and continued the success of others including Speaking Out (our longest running program which is now in middle schools), the Trans Steering Committee, and formed a QTPOC (Queer Trans People of Color) Steering Committee. We continue to support LGBTQ youth with programs like our Trans and Gender Expansive Youth Group, Art & Activism Youth Group, Queer & Trans Youth Group, Spectrum LGBTQ Youth of Color Group and more! And we've expanded to include more support for our LGBTQ friends over age 50. And in the coming year, we will be partnering with the Open Door Fund Committee to host the 2019 Gayla. We support the LGBTQ spectrum across all age ranges!

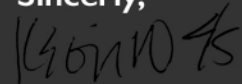
We also rebranded with a new logo and web site, which makes it easier to find our calendar of events, programs, resources, and more. You can see all of this and more at www.outboulder.org. We still have our Longmont office on Main Street, but will soon be saying goodbye to our Boulder Pride House as we look to move into a new space in the former Attention Homes offices. This space will allow us to serve the growing needs of our expanding LGBTQ Community.

With all of that positive work, we still have more to do. We all know the story of the current administration and their stance against our community. The good news is Out Boulder County stands in opposition to these forces and provides a lifeline for many in the community. When people walk in our door, they often say they feel safe for the very first time.

As your Board President for 2018, I was honored to be a part of what you helped us accomplish, and I am proud to serve you again as the Board President in 2019. I look forward to an even more impactful 2019 and what we will accomplish together. And I look forward to building a community where who you love doesn't make you unsafe.

Again, thank you for your support of Out Boulder County. I look forward seeing old friends and new faces in 2019, and the growth of this wonderful community we continue to build.

Sincerely,



Kevin Ellis
Out Boulder County Board President

Message from our Executive Director



I just finished my 5th year at OBC and wow what a ride it continues to be. When I arrived at OBC we were about 2-1/2 staff members and as we close out 2018, we have 6 staff members working directly for the LGBTQ communities and serving thousands of people. As you read through our annual report, I think you will be impressed at the number of events, community gatherings, expansion of the youth program and the variety of trainings we conducted over the year. We are able to do this because of a committed core of volunteers, donors and organizational funders. In 2018 our board reviewed salaries and we were able to increase wages for our staff. We have a great staff and we want to retrain them so relationships can be grown and consistency in programming can continue. This is the last year we will review financial reports that aren't audited. All of our records are with an audit firm and soon we will be able to increase the transparency of our financials.

Thank you for all you do on a daily basis to make Boulder County the best place it can be.

Sincerely,



Mardi Moore
Executive Director

Message from our Treasurer



2018 was another challenging year for the LGBTQIA community, as this administration continues to expose the fragility of those rights and liberties that we had fought so hard to achieve prior to 2016.

Continued erosion of those rights and the attempts to erase our identities resulted in significant increases from people seeking our programs and services.

And, we are still here. And, we continue to resist. We continue to build bridges in our intersectional work and we continue to address gaps in our programming to help ensure we, as a community, are holding each other up during these difficult times.

All of that we accomplished in 2018 would not have been possible without the generous contributions from our donors and sponsors, and the tireless work of our staff.

The work we are doing carries more significance than it ever has, and I am proud to be a part of this organization and the beacon of light it has become in the face of so much fear, doubt and uncertainty.

And, I am also forever grateful for each of you.

In Solidarity,

Ravyn Wayne
Board Treasurer

2018 was a year of tremendous growth for our organization as we delved into evaluating and implementing programs within our broad LGBTQIA community that specifically looked at fundamental gaps in services for:

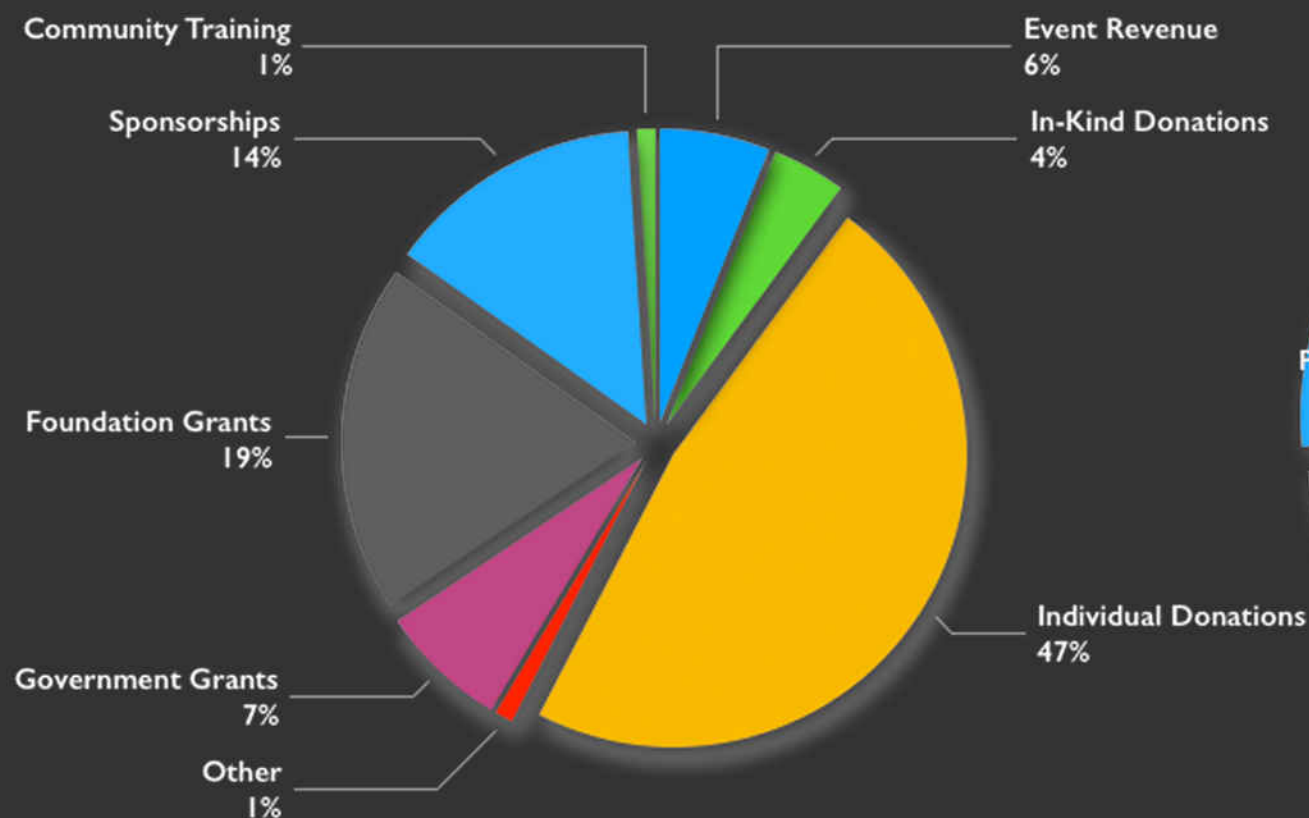
- Queer and Trans People of Color (QTPOC)
- 50 Plus
- Continued growth in our Youth Programming (Name changed to Out Youth)
- LGBTQ Veterans

We also paused to reflect on the compensatory package being offered to Out Boulder County employees, and took a deep dive into “livable wages”. We acknowledge that the County as a whole, has an issue with what it defines as “Affordable Housing” and the wages required to support our staff who live and work here. It is important as an organization that our employees feel supported in the tireless work they contribute to our community. We created a matrix for objective evaluation of our positions and salary ranges that looked at both the County standards for “Livable Wage” in addition to the composite of equivocal salaries being offered across the Front Range in the non-profit sector. A result of this work saw an alignment of compensation for our staff to their peer groups in other similar sized non-profit organizations.

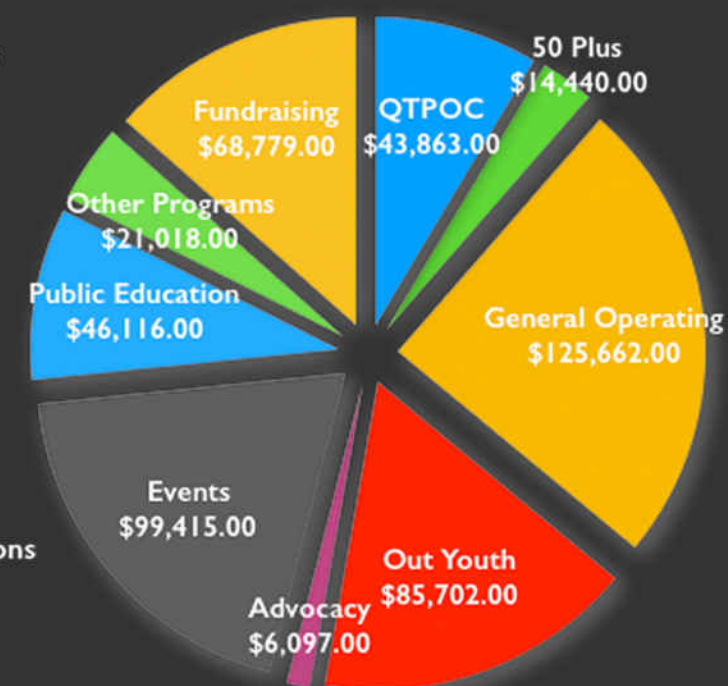
All of these changes to Out Boulder County also prompted us to evaluate the number of staff we have in order to support the growing demands of people in our community seeking our services. During 2018 we added two additional part time positions:

- Part time Youth Coordinator
- Part Time Fundraising Coordinator

2018 Income



2018 Expenses





Out Boulder County Programs

Individual Donors

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James Baily
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Jennifer Bancroft
John Bare
Catherine Barricklow
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James Boyd
Sarah Braker
Cathy Brett
Carolyn Brinkworth
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Stephanie Bryan
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Michael Buck
Tiffany Burriss
Jane Butcher
Karen Cadora

Our Social and Support Groups continue to be a vital part of how we serve the community. All of the adult groups are run by volunteers and offer peer support and community building around different interests. We also share our space with independent groups that serve our community, specifically 12-step addiction programs including Alcoholics Anonymous (“Gay AA”) & Queer 11th Step at the Boulder Pridehouse as well as Narcotics Anonymous (“Pride and Recovery,” new this year) in our Longmont office. A special shout-out to The Boulder County Gender Support group as our largest support group which often splits into two sub-groups due to the size. With as many as 30 attendees, the group offers peer and community support including bearing witness to each other’s stories and lives, discussing current political events and actions to take therein, and promoting active involvement in the betterment of queer and trans lives.

New additions this year also include a monthly Book Club, biweekly Written Out! writing group, Dungeons & Dragons meet-ups in Longmont, and the return of Knitting Man in Boulder. Because many of our groups are anonymous, we don’t know exactly how many folks have participated in our social & support groups over the year, but we estimate well over 200 individuals benefited from our approximately 15 groups. Other groups include: Nudes with ‘Tudes (nude figure drawing), Supporting Transgender & Gender Expansive Friends & Family (for allies and families of trans folks), Community Café, Work in Progress craft group, Rainbow Karma Yoga at Left Hand Yoga Studio, and Board Game Night at Twisted Pine. At the end of the year, we also made plans with volunteers to start a few new groups in early 2019 including Lesbian 55+ Social & Support Group and Queer & Nerdy Game Nights in Longmont and Queer Codependents Anonymous (CoDa) in Boulder. These groups continue to fill the space and reach countless community members.

Speaking Out is our longest-standing program in which volunteers form panels and share their stories as LGBTQ and allied folks. These panels most often take place in middle and high schools in both Boulder Valley and St. Vrain Valley School Districts, but also occur in other settings as requested. Volunteer panelists must participate in a training once a year that covers school district policies, LGBTQ basics, and provides an opportunity to craft and practice their stories with other volunteers. In 2018, we had about 30 panels that reached hundreds of attendees and we continually receive positive feedback about this impactful program that not only features positive LGBTQ role models, but also increases compassion and connection through personal storytelling.

This past year we have also taken intentional steps to better serve our 50+ community. We have partnered with Vermillion Design + Digital to host a series of focus groups with folks aged 50 and up to determine what needs, concerns, and desires this demographic has that we can address. The insight gained from these focus groups is already directing exciting new programming, events, and novel ways to address LGBTQ aging in Boulder County.

We are also collaborating with the business sector most directly via meetings of local Employee Resource Groups (ERGs) for LGBTQ folks and allies. Participating businesses include Ball Corp, Google, Boulder County Health, Seagate Technologies, IBM, Medtronic, and others. ERGs are a way for employees to organize around various identities; members share resources, knowledge, and also use the groups as an avenue to volunteer and get involved in the community.

One of the most rewarding parts of my role in our programming is conducting our Beyond Binary: LGBTQ+ 101, sex, gender, pronouns, and allyship educational trainings for local organizations, agencies, and businesses. During 2018, I conducted 49 trainings reaching over 1,300 individuals in a variety of settings including medical clinics, nonprofits, schools, churches, cafes, dentist offices, technology companies, and government agencies including the District Attorney’s staff. This training breaks down different LGBTQ concepts and terms and discusses how to apply this information in specific settings so that attendees can better understand and serve the LGBTQ community and be active allies. To learn more about this program and my methodology, click here: <https://www.outboulder.org/training>.

In addition to all this programming, we also offer a variety of smaller scale events that speak to different topics and aspects of our community and advocacy. These events are typically inspired by volunteer community members who step forward to offer their services and share their knowledge. In 2018, some of these events included End of Life Conversations (10 attendees), Mental Health First Aid Training for staff and key volunteers (19), LGBTQ Legislative Priorities (15), Meet & Greet with Dr. Renata Robinson, Chief Diversity Officer for the City of Boulder (21), Treat Yourself! Mary Kay Session for trans and femme folk (6), Refocusing My Family- LGBTQ Faith event with Amber Cantorna (45), LGBTQ Artist Exhibit (23), Yom HaShoah: Holocaust Remembrance Day with Congregation Bonai Shalom, EFT Tapping for LGBTQ Wellness (5), Art Walk in Longmont (69), “Toward a More Perfect Union” film screening at the Dairy (68), Make Your Voice Count! Voter Education Session (11), A Community Response to Hate (over 300), and a Military LGBT History Celebration around Veterans Day (21).

We also have dedicated programming for youth, transgender folks, and queer and trans people of color, QTPOC, which you can read about in their own reports. Out Boulder County continues to grow its programming and reach both inside the LGBTQ community and in the wider, general community. This reach enables us to serve as a strong voice that brings people together and demands LGBTQ liberty, equality, and representation.

Daniel Campbell
 Jennifer Caracciolo
 Shelly Catterson
 Garrett Chappell
 Edie Cheng
 Claire Childress
 Catherine Chipman
 Jennifer Clark
 Colleen Colles
 Tim Collier
 Shannon Conover
 Susan Corbell
 Will Cortese
 Michelle Cregut
 Lou Crnkovich
 Kevin Daly
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 Joel Davis
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 Megan Day
 Jaymi Devans
 Edward Donisvitch
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 Drew Dudley
 Jyl Duffy
 Michal Duffy
 Gary Dunlop
 Michael Duran
 Lee Edget
 Miranda Encina
 Chris Engler
 Jerry Ensign
 Daniella Escobar
 Andrew Espinosa
 Maureen Espinoza
 Timmy Everles
 Jane Fagan
 Adam Fangman
 Stuart Feinhor

Out Boulder County's Youth Program continues to flourish and grow! In 2018 we added new programming and made critical changes to our existing groups. We directly served over 200 unduplicated youth through our weekly youth groups, community events and outreach efforts.

We started off the year with one of our major community youth events- the Night of Noise Youth Summit! The Night of Noise Youth Summit is an annual event that Out Boulder County Youth hold to break the Day of Silence. The Day of Silence is a national event that raises awareness of people being bullied because of their sexual orientation or gender identity. The Night of Noise Youth Summit was planned and run by our paid youth volunteer, Marcos Conroy. To break the silence, youth led a march from Boulder High School to our Out Boulder County Pridehouse. Then, at the Pridehouse, youth led discussions on anti-LGBTQ bullying and other issues affecting their community.

In May, we held our fifth annual LGBTQ and Ally Youth Dance. This year's dance was called "Through the Decades". Our two paid youth interns, Elijah and Sadie Roberts planned, organized, and put on the event with help from their youth volunteer dance committee. Decorations included "Hollywood Stars" for queer icons in history and yellow streamers resembled a brick road for the entrance to the gym in reference to Dorothy. Activities included plastic flower crowns, a photo booth, temporary tattoos, and bracelet making. There was also a drag booth where people could try on wigs and makeup, as well as face and body painting. The dance playlist contained music from the 30s to present.

2018 marked our second year of having a Youth and Family Area at Longmont Pride. Activities at the youth section included flower crowns, arts and crafts and a dunk tank! Our Youth and Family area at Boulder Pridefest in September was also a huge success! We offered a variety of activities including an LGBTQ bead bracelet making station, a flower crown making station, a DIY essential oils spray making station, and an Out Youth booth with resources, pronoun buttons, and a LGBTQ History Timeline Game with awesome prizes! The Out Youth booth was run exclusively by our amazing youth volunteers. They offered information on resources, talked about their experiences in Out youth groups, and led the LGBTQ history timeline game. Adult volunteers and other youth from the community volunteered throughout pride at our activities booths. Thanks to all who made Pride such a success!

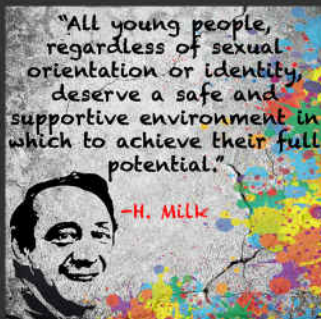
In October, Out Boulder County held its LGBTQ Youth of Color Launch Party! The Launch party signified the beginning of Out Boulder County holding its first weekly social support group for LGBTQ youth of color. This was a continuation of the pilot project led by Lau, a member of Out Boulder County's QTPOC Steering Committee, in the Spring of 2018. The Launch party was held at the Longmont Youth Center's "Firehouse" building and included performances by Timberline High School's Youth Mariachi and the Iron Family Singers to acknowledge and honor the Indigenous land that Boulder County sits upon. The Launch party was catered by Benny's Tacos and there were many fun activities such as Giant Jenga, QTPOC trivia wheel with prizes, and Loteria! Since the Launch party, OBC has held a LGBTQ Youth of color group every Friday in Longmont at our Main St. office and continues to do outreach and seek relationship-building opportunities with communities of color in Boulder County.



In December, Out Boulder County put on it's 2nd annual Giving Tree holiday program. Youth attending our groups asked for various gifts that they could not afford or did not feel comfortable asking from their friends and family. Many of these gifts consisted of gender-affirming items such as chest binder, packers, clothing, fillers, etc. The community rallied to make sure that every youth that asked for something through the giving tree received a gift. This totaled 20 youth gifts plus a few gifts for our youth programming! Thank you to all that gave and made the holiday season a littler brighter for our youth!

In addition to providing these community events for our youth, we also continued our ongoing youth programming, which included our Trans & Gender Expansive youth group, Arts & Activism youth group, the Queer Creative young adult group, Longmont Queer and Trans youth group, and our new LGBTQ youth of color youth group. We also continued our longest running program, Speaking Out, which brought panels of LGBTQ adult volunteers into middle and high schools in Boulder County to share their stories and answer LGBTQ related questions.

Thank you to our youth group volunteers and Speaking Out volunteers for making it another successful year for Out Youth!



Individual Donors

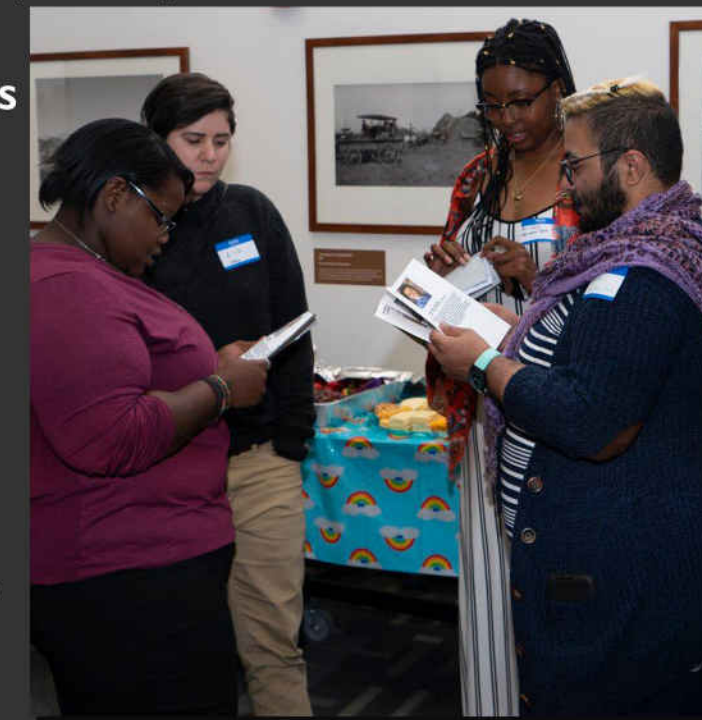
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Sally Fellers
Samantha Field
Susan Finesilver
Robyn Fogelberg
Amy Fontenot
Josh Forman
Suzanne Forsberg
Mal Foust
Dede Frain
Leroy Frankel
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William Hall
Hunter Hammer
Sally Hammond
Colleen Hansen
Ella Hansen
Leah Hansen
Jessica Harbeson
Carly Hare
Jamie Harkins
Riet Harlan



QTPOC Program



In 2018, Out Boulder County furthered its mission to serve all members of the LGBTQ community by establishing the QTPOC (Queer and Trans People of Color) Leadership Summit. Made possible by a grant from the Colorado Health Foundation, this six-month series provided intensive leadership development for 18 LGBTQ people of color from Boulder and Weld counties. The Summit kicked off in April with a weekend-long retreat facilitated by Corey Davis and Daniel Anzueto of Maven Leadership Collection (based in Miami, Florida: <https://www.mavenleadership.org/>). During the retreat, participants identified issues that LGBTQ people of color face in their communities and developed individual action plans to address those concerns. Themes that emerged during the retreat include education, financial wellbeing, social and emotional support, career development, and healthcare.



Through September 2018, Summit participants met regularly to continue developing their action plans. A central project that sprung from the Summit, the QTPOC Steering Committee, is a gathering of Summit participants and additional community members who will provide guidance and recommendations to Out Boulder County's staff and board of directors regarding programming and outreach efforts. Additionally, a core group of participants from the Summit are responsible for the creation and continued development of the QTPOC youth group, which meets every Friday from 4:30-6:00 in Longmont.



In 2019, Out Boulder County will build on the efforts of the QTPOC Leadership Summit, QTPOC Steering Committee, and QTPOC youth group by exploring ways to involve parents, partners, friends, and family members of LGBTQ people of color in designing programming that is culturally relevant, inclusive, and accessible to all. Please visit Out Boulder County's website for further information about our QTPOC programming.



Individual Donors

*Naomi Harris
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 John Hoffman
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 Sally Kornblith
 Jennifer Kotch
 Leigh Kroeker
 Jana Krutsinger*



This past year our transgender programming continued to grow stronger, thanks in large part to our engaged Transgender Steering Committee. As trans folks continue to be one of the most marginalized groups of our diverse LGBTQ community, Out Boulder County recognizes the importance of centering and uplifting transgender voices and experiences. Because of our active trans community, the work of Out Boulder County, and protections at both the school district and state levels, Boulder County is continuing to be an attractive location for trans folks from near and far. This is one of the clearest signs of our collective success.

Our trans programming balances events and educational opportunities that are geared toward trans-identified individuals with other events and educational opportunities oriented more toward allies, friends, and families. We also balance featuring our annual events, such as the summer picnic and Trans Awareness Week, with new ideas.

In consideration of Valentine's Day, we put together two Trans Romance Panels featuring a variety of trans identities speaking to dating, romance, and sex considerations in both Boulder and at the TRANSforming Gender Conference attended by 29 and 40 individuals, respectively. We again packed the Pridehouse with 62 folks for our TRANSforming Gender Conference social hour; this event is a warm welcome for conference attendees to meet and learn about the community in Boulder County.

Inspired by Transgender Day of Visibility, our Trans Steering Committee held its first ever Trans Potluck Brunch with 40 attendees for what we locally call Trans Day of Celebration on March 31. A personal highlight for me was the Trans & SOFFA (significant others, friends, families, and allies) summer picnic where 83 people came together at Tom Watson Park for Frisbee and yard games, playground fun, and of course, a huge spread of food championed by grill master Ravyn Wayne. This all-ages event has the perfect mix of wholesome, family fun and gender and sexual orientation diversity.

We had an unexpected special treat this year when renowned French-Canadian comic Sophie Labelle came to Boulder as part of her US tour. She delighted over 40 attendees with her wit, humor, and accent as she shared about her process for creating Assigned Male Comics. A big thank you to Jennifer Molde for making this event happen!

Building on the success of our 2016 Trans Employment Series, we expanded the program into a 6-part series in late September and October featuring various guest speakers from Workforce Boulder County, One Colorado, Workday, community member Jennifer Egbert, and OBC Board Member and Global Director of Human Resources for Seagate, Jennifer Caracciolo. Topics included job searching, resume and cover letter writing, knowing your rights and coming out at work, personal presentation, interview skills and mock interviews, and salary negotiations and benefits. Through this program we reached 20 folks, primarily young trans adults early in their career development.

Our signature Trans Awareness Week (TAW) was as strong as ever. We kicked off the week with the documentary "Kate Bornstein is a Queer & Pleasant Danger" about the gender pioneer and trans elder who authored My Gender Workbook, among other books. 74 folks filled the Dairy Arts Center theatre and participated in a talk-back with a diverse trans panel. We held another Trans Panel with 15 attendees in which panelists shared their stories and answered audience questions. We hosted 65 folks for TransGiving, one of our most important TAW events. We cater a holiday feast to create a warm and inviting celebration before the heavy Trans Day of Remembrance and holiday season that often brings emotional challenges for those who may be estranged from, or have difficult relations with, their families of origin. This year we added a very well-received Trans & Friends So that brought 46 folks together to share space and connect. Also new this year was the fun, youth-run Trans Trivia night held at the Longmont office where the 20 attendees were quizzed on trans history and culture. TAW culminated with around 100 folks gathering to hear local political representatives and trans speakers and participate in a names ceremony at the First United Methodist Church labyrinth for Trans Day of Remembrance, which honors those lives we lost in the preceding year to anti-trans violence.

Advocacy is another integral part of our transgender programming. This advocacy manifests in variety of ways such as one-on-one support when a community member needs help with transitioning at work, educating businesses that create unsafe or unwelcoming spaces for trans and SOFFA community members, or advocating for local protections. In the fall, we presented suggested updates to outdated language in the City of Boulder's Human Relations Commission handbook and nondiscrimination ordinances to make sure all members of our trans community are protected, rather than a previously-defined narrow subset. The City Council has since approved making changes and is in the process of finalizing the updated language -- stay tuned this year for the culmination of this advocacy work.





Individual Donors

Sara Lamar-Sterling
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 Sue Larson
 Sandra Laursen
 Erin Leckey
 Karen Lejeal
 Ron Leonesio
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 Shawn Lewis
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 Lisa Mercado
 Hope Meyer
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 Mardi Moore
 Juan Moreno

Longmont Pride

Longmont Pride was a tremendous success! Community involvement in planning and participation made all the difference. With this year's tremendous growth to well over 3,000



people in attendance the Longmont Pride celebration, 4th Street between Main and Emery was packed full of community booths and entertainment. This year saw a continuation of our fabulous Pride Week events consisting of a QTPOC (Queer Trans People of Color) Happy Hour, 50+ LGBTQ gathering, Rainbow Reading and more!

The success of Longmont Pride is due to collaboration with a variety of people and organizations including KCP Art Bar, Wibby brewing, Longmont Public Library, OASOS, and many others who came to get connected with resources, make new friends among the LGBTQ and Allied community, and celebrate Pride in the city of Longmont.



Boulder Pride

In 2018, Boulder Pride Week was packed full of events that saw an increase totalling over 6,500 participants for our week-long annual celebration. With over 110 community booths and generous corporate sponsorships this was the biggest Boulder Pridefest to date. We would love to provide a huge shout-out to Seagate Technology for being Boulder Pridefest's first presenting sponsor!

The week kicked off on September 4, with the screening of "To a More Perfect Union", the story of U.S.V. Windsor in Eddie Windsor's long battle for marriage equality, at the Dairy Arts Center.

This was followed by a voter education workshop at our Longmont office. This was followed by a 50+ LGBTQ Mixer, in partnership with Boulder County Area Agency on Aging held at Under the Sun. The later half of the week continued with a very successful Pride Party themed "Burlesquerade" at License No. 1 underneath Hotel Boulderado. Thank you to Vertical Fusion Boulder, Boulder Burlesque, Terrapin Care Station and Hotel Boulderado!

This all led up to Boulder Pridefest, Big Gay 5K and Visibility March on Sunday, September 9 at Boulder Central Park. We not combined our Health and Wellness Area with our Youth and Family Area to create a thriving area of the park that allowed for meaningful family-friendly activities as well as easy access to community partners and their resources. We also had a wonderful main stage line-up including, Hey, Lady!, Samba Colorado, Marcie Smith and The New Recipe. With a beer-garden packed for most of the day with attendees and reports of some vendors/exhibitors running out of materials, we know Boulder Pridefest 2018 was a great success and thank our dedicated volunteers, partners, staff and board in helping celebrate Pride in the City of Boulder.



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Events

LGBTQ Youth Dance -- For the past three years, Out Boulder County in partnership with OASOS, has hosted an LGBTQ Youth Dance. This event is geared towards LGBTQ youth in Boulder County who seek a queer safe space for them to be themselves, bring their partners, eat great food and make new friends. We had 100 youth from different schools throughout the county attend.



The Pool Party -- Once again, Sunset Pool in Longmont was the site of our annual Pool Party. This event provides a safe, body-positive space where LGBTQ people and allies can have fun, relax and spend time with families and friends.

The Holiday Party -- Traditionally, OBC celebrates the year's accomplishments and volunteers with our annual Holiday Party which coincides with Colorado Gives Day. 2018 marked the first year that OBC hosted the event at License No. 1, and it was a great success. 100 folks gathered at License No. 1 on the evening of Tuesday, December 5, and enjoyed a night with food, drinks, silent



also included our youth giving tree which contained holiday wishes from OBC youth.

Additionally, we handed out our volunteer awards to those who had displayed outstanding commitment to the organization in 2018. Coleman Pearson, Nate George, Alison Kluzek, Josie Nixon, Clark Winters, Donnie Herrington, Justin Jones, Clela Rorex, James Allison, Crissy Michaels, Cardi Gilley, Timmy Basista, and Christine Gibbons. were the recipients at our Holiday Party. Through volunteers like these, Out Boulder County is able to keep providing the community with consistent office hours, programs, events and much more. We are eternally grateful.



Our annual Garden Party rivaled all past years in attendance and money raised for Out Boulder County programs. This year's theme was "Sparkle". Our generous and wonderful hosts welcomed over 200 people into their home. We made new friends, caught up with old friends and embers, but a celebration of those working to make an change for the LGBTQ community. Three wonderful individuals were awarded this year for their tireless and selfless commitment to not only making Boulder County, but the world a better place for the LGBTQ community.

Keith Brown was the recipient of the Jack and Jean Hodges Big Hearts award. Keith has been a critical player in supporting all the key LGBT organizations in Boulder County. Chairing the Open Door Fund, heading the BCAP board, long-time supporter and board member of OUT Boulder County, involvement in numerous community events such as hosting Boulder Bacchus wine events and supporting the Queer Film Festival, Keith cares, Keith gives, Keith makes a huge difference in our LBGT community.

Mandy Blumreich was the recipient of the Clela A. Rorex Allies in Action award. She became an ally of PFLAG Boulder County some eight years ago when her children were young. She wanted them to grow up in a school, in a world, where acceptance of difference was what they knew and experienced. She began by volunteering to use her professional computer skills to make Facebook posts for PFLAG and for the Boulder Valley Safe Schools Coalition website. In recent years she moved from just attending St. Vrain Safe Schools Coalition as a parent and ally into a position a leadership to influence the school administration to do professional teacher trainings and to encourage Gay Straight Alliances in the high schools.



Wylder Anderson was the posthumous recipient of the Ignite and Inspire Youth Leadership Award. Wylder was a fierce, tireless, and kind social justice advocate. They constantly challenged themselves and those around them to dig into all of their identities- to strive to increase their awareness of their privileges and their part in systems of oppression. In their young life, Wylder had an impact on everyone they encountered. In their passing, Wylder leaves behind a legacy of dedication to collective liberation and inspiration to us all to continue to fight for justice.



The Garden Party



Individual Donors

- Elvira Ramos
- Kegan Refalo
- Marika Reisberg
- Ann Rhodes
- Paul Roder
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- Ray Rodriguez
- Bill Roettker
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- Crissy Smidt
- Maya Smith
- Joseph Smyth
- Thomas Soell
- William Spindler
- Charlie Stein
- Ed Stillman
- Linda Stinson
- Sophia Stoller

In 2018, we also conducted an LGBTQ Community Survey to collect information on our local/regional LGBTQ Community. Survey topics included mental health, medical accessibility, substance use, occurrence of hate and bias incidents, and feelings of safety and support.

The survey was completed in full by 453 respondents either living or spending a significant amount of time in Boulder County. The racial demographics of the survey reflect the representation of the county overall while approximately 8% of respondents were heterosexual allies.

Some key takeaways include:

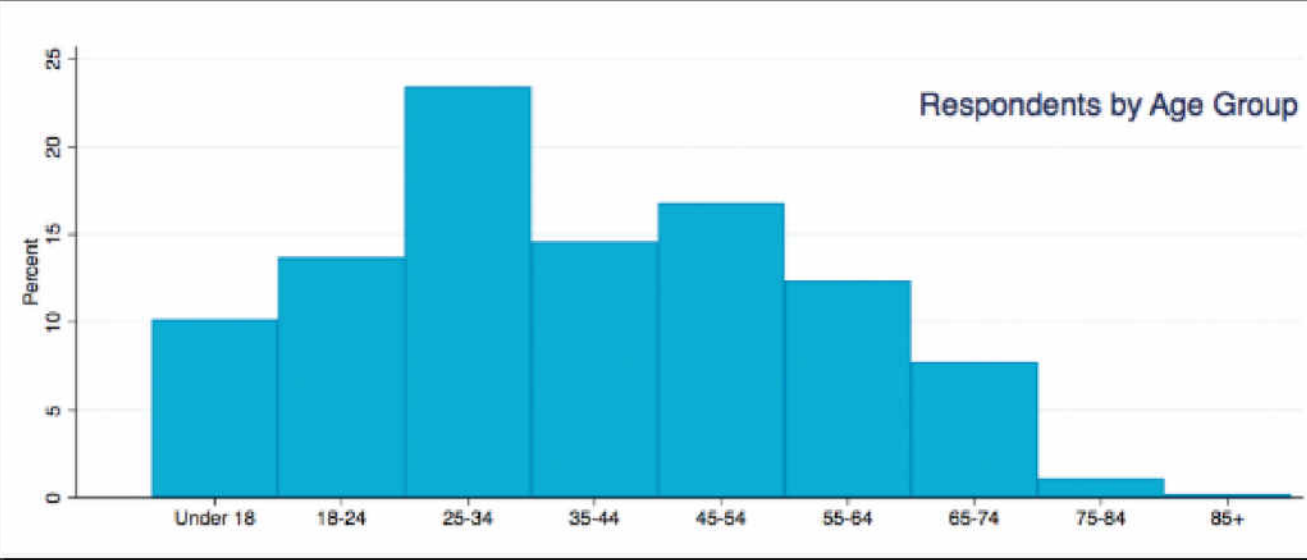
Trans men, genderqueer, and non-binary folks all experience significant barriers towards full-time, gainful employment.

46% of transgender individuals as well as 29% of people of color have experienced a bias or hate crime.

Major barriers to reporting include shame, fear of incident being dismissed, and not feeling the incident was serious enough.

“I checked maybe because there have been lots and lots of microaggressions and small acts in public that have made me feel unsafe, but I have never been physically harmed.”

Those above the age of 65 (14% based on the graph below) as well as those in rural Boulder County were much more likely to feel socially isolated and to experience mental health issues.



In order to address some of these troubling findings, we are exploring more employment-friendly programming through the Trans Steering Committee as well as reflecting on feedback from the Trans Employment Series from the fall of 2018. Additionally, staff is engaging with our partners at the Next 50 Initiative to create programming welcoming to those who are 50 years of age or higher in order to remedy the social isolation and current lack of programming for our older adults. We are continuing to provide mental health training to staff and active community members through a grant from the Rotary Club with certified trainers from Mental Health Partners. Lastly, we also participate in meetings with police departments across the county to build bridges and develop personal connections between LGBTQ people and law enforcement. We continue to improve by listening to the changing and consistent needs of those we serve and by striding forward with creative solutions to complex problems.

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- Dana Zzyymm

Volunteer Report

Out Boulder County deeply appreciates each and every volunteer. There is no way OBC could do 90% of what it does without volunteers. This past December we honored 13 volunteers who gave over 100 hours to Out Boulder County in 2018. They are: Coleman Pearson (109 hrs), Nate George (109), Alison Kluzek (117), Josie Nixon (120), Clark Winters (126), Donnie Herrington (129), Justin Jones (129), Clela Rorex (138), James Allison (170), Crissy Michaels (190), Cardi Gilley (204), Timmy Basista (274), and Christine Gibbons (567).



- | | | | | | | | | |
|---------------------|---------------------|--------------------|---------------------|------------------------|------------------|-------------------------|-------------------|-------------------------|
| Abhinav Bhatnagar | Bianca Oyaneder | Elicia Goodsoldier | Haley Gowland | Julia Perry | M.K. | Morgan Sears | Rebecca Hasbrouck | Shannon Conover |
| Aisha Nammari | Blake Stone | Elienne Deshommes | Harris Armstrong | Julie Nelson | Mandy Blumreich | Moriah Karlin | Renee Weisinger | Shannon Small |
| AJ Hannah | Bob Norris | Elizabeth Baker | Heather Whisenhunt | Justin Taylor | Marcello Conroy | Naomi Woldemar | Rhonda Sowers | Sharon McDermott |
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| Beckett Taylor | D. Moritz | Grace Lozano | Jon Owen | Laura Fields-Sommers | Moe Clark | Rachael Lindsay | Savanna Land | Tricia Martinez |
| Becks Boone | Deidre Sturm | Greg Ginocchio | Jordan Hale | Lindsay Loberg | Monica Vargas | Rachel Dwyier | Savannah Hughes | Vanessa Ramirez |
| Ben Vizey | Diana Mapes | Greg Rose | Josh Snyder | Lindsey Renner | Monica Webb | Radi Leonesio | Seraphin Dibble | Whitney Prestwood |
| Beth Gallovic | Domenick Signorino | Greyson Fairbanks | Joshua Lewis-Martin | Liz Grenier | Morgan Hirneisen | Ravyn Wayne | Seth Rolenc | William Ashton |
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