From the President

What an exciting time to be a part of Out Boulder! As I look back over last year and forward into this one, it feels to me like we are reaching a tipping point in our struggle for equality. From the 2011 repeal of the military's DADT to the spread of anti-bullying campaigns in local schools, greater acceptance is the order of the day. That makes me happy about the work we're doing. As I see it, strong LGBT communities contribute essentially to this social progress. And I know that Out Boulder contributes essentially to making our LGBT community stronger.

How do I know that? Because creating connection is what makes a stronger community and that's what Out Boulder does best. Serving on the Board, my mantra has been, What can we do better to help our community find out, help out, get out? For that is the basis, the essence, of connection on an intellectual, spiritual, and physical level. So how do we do it? Through our website and social media outreach, Out Boulder gets the word out. While we make happen our own social and educational events, we have also expanded upon our long-term partnerships with other organizations to help make their events more successful. I see only more collaboration like this in the future.

Expanding our service to the community has required some structural enhancements. In 2011, Out Boulder managed its vital human resources through some role changes, but also the addition of a new support staff position. None of the work that Out Boulder does happens without the hard work and dedication of our talented staff!

Mark your calendars for Colorado Gives Day, Tuesday, Dec 4! Last year Out Boulder received $2,500 in donations on this statewide day of giving.

Out Boulder is very lucky to have a community center right in the heart of downtown Boulder. Providing a safe and welcoming space—for LGBT youth, in particular—is an important function of our organization. In 2011, significant improvements to maintain the structural integrity of the building were made. (Thank you, First United Methodist Church!) In addition, a new flat-screen TV, updated furniture, and computers help to make this historical structure an inviting place for groups to meet. In 2012, we plan to continue this trend with exterior improvements that will make 2132 14th Street something truly to take Pride in!

So much happening...so much support from people like you! We thank you for that and for the opportunity to serve this wonderful Boulder County community that we are lucky to call home. We cannot do this work without you. Together, let's move toward that tipping point and beyond.

Laura Edwards, President of the Board
From the Executive Director

Dear friends,

One important theme at Out Boulder for the last couple of years has been "Allies." We realize allied support is vital in any struggle for equality. How do we reach out to our allies? How do we become allies for one another within the rich variety of the LGBTQ community? How do we stand as allies to other communities who have different struggles but similar desires for equality and respect? As a community center, we strive to deepen these outside connections and build successful partnerships. Examples of this include our Ally Initiatives, led by Out Boulder Board member, Kathleen Sepeda, and our joint effort with Boulder Valley Safe Schools and Manhattan Middle School to launch the most successful ally program in the county in a middle school. And we cannot forget the many allies who serve as volunteers at the board level and in the office.

This year Out Boulder begins formal appreciation of the vital role allies play in our struggle by creating a new annual award. 2012's inaugural honor will recognize Clela Rorex. As Boulder's city clerk in 1975, she issued the world's first legally-administered marriage licenses to same-sex couples. At the time of her foresighted and courageous action, Ms. Rorex received widespread publicity and criticism. She stood up for the LGBTQ community in 1975 at great risk to herself and her career. Yet she never wavered from her stance that she was willing to accept personal risk in the service of fairness. Each year going forward we will recognize a community member who embodies her spirit of courage and foresight with the Clela Rorex Allies in Action Award.

In solidarity,

Alicia Lewis, Executive Director

Mission and Vision:

The vision of Out Boulder is that Boulder County serve as a model of equality, respect, and well-being for LGBTQ people. To achieve our vision, our mission is to foster safe environments for self-expression, gathering, support, and dialogue; advocate for social justice; collaborate with others who share our vision; celebrate the contributions of the many facets of our community; and educate the public about the experiences of LGBTQ people.

Important dates!

- Barn Dance, June 9
- Pridefest, Sept 16
- Reading of 8, the Play, Dec 6

Congrats to our 2012 Big Hearts Award Recipient: Frank O’Cana

Volunteer Hours

Out Boulder is delighted to report $96,965 as the value of our 2011 volunteer hours. Volunteers form the core of the Out Boulder team, doing everything from coordinating key aspects of Pridefest to cleaning the Pridehouse.
2011 Program Highlights

2011 was a year of growth for Out Boulder. It was indeed our first full year as Out Boulder and we saw our organization showing hints of the broader reach that our renewed vision and mission will have in the future. While continuing to operate and develop existing programs, Out Boulder initiated new collaborations and began to flex its community-building muscle. 2011 also saw Out Boulder organization and staff winning recognition for the work that we do in the community.

Existing Programs:
Speaking Out panels and community trainings reached approximately 1950 people over the span of 2011. **BOLD** saw a consistent number of youth participants (averaging 37 per month!) in all of its activities throughout the year, from the annual film project to Volume 2 of the Zine. **Pridefest** saw big changes this year, moving for the first time to our new venue, Boulder Central Park. We have listened to your feedback and next year’s event is already promising to be even better. Attendance for 2011, including events spanning the city-recognized “Pridefest Days” weekend, was estimated at over 3000 people. The **Happy Hour** tradition (averaging 25-30 people per month) continued in 2011, venturing to new venues and working to be more consistent in our offerings for East County.

Notable:
The **USHMM Exhibit** of the Nazi Persecution of Homosexuals at Boulder Public Library is estimated to have been visited by 15,188 people. The impact was enormous, raising our visibility and outreach. Out Boulder stepped in to help raise awareness for Richard Noble’s “Walk Across America” mission to gain support for a modernization of the Civil Rights Act of 1964 to include sexual orientation and gender identity. Special guests for this event were the Mayor of the City of Boulder, Susan Osborne, and US Congressman Jared Polis, along with approximately 25 community members. **Trans Awareness Week** was another notable series of events for Out Boulder in 2011. Over seven days, ten events drew approximately 400 people.

Out Boulder co-sponsored the first annual Life and Death (LAD) Film Festival to great community response. Out Boulder coordinated a community panel and discussion following **The Suicide Room**, a film that deals with the effects of bullying on youth perceived to be LGBTQ and the unfortunate yet common suicides that follow. Approximately 70 people attended the two LGBTQ films and 12 people participated in the panel discussion.

Recognition for our organization and staff was also notable for 2011. Out Boulder received Colorado HRC’s Partners in Equality Award. Our Executive Director was named in GO Magazine’s “Women We Love: Class of 2011,” being recognized for her role in taking initiatives to bring the LGBTQ movement to a new “level of inclusivity.” And our Program Director was included in **Out Front Colorado**’s list of the 45 most influential members of the LGBTQ community in Colorado. Out Boulder partnered with BVSSC and CU to create “Celebrating Queer Identities: Living Great, Being Terrific.” Including nearly 100 people, the one-day conference focused on the importance of including a positive, celebratory component to the conversation about LGBTQ experience, in addition to the prevalent discussion of oppression and victimization. Out Boulder, together with PFLAG, have stepped up our efforts to serve the Latino and LGBTQ communities in Longmont. One result of this collaboration is the Latino/LGBT Community Forum. By focusing on community topics that highlight the intersections of these two communities, this forum promotes the nurturance of both. The first panel of the series, “Homophobia, Racism, and Segregation,” was attended by 50 people. Our next forum topic will be “Keeping Families Together.”

Board-led events were also a great success this year. Notably, June’s first annual Barn Dance was held in Longmont and drew about 150 people. This intoxicating summer night of fun, dance and music is set to become another signature event for the organization!

Out Boulder’s **Ally initiatives** has opened new avenues for Out Boulder to be of service to our community. With the support of our board, we held two adult
2011 Program Highlights (continued)

trainings/fact-finding missions to further develop the program, attended by 25 people. The Ally Initiatives also helped open the door to Manhattan Middle School to Out Boulder. At Manhattan, we have been able to help in the rapid expansion of their ally group from an average of 30 student participants per week to close to 100. In addition, Out Boulder was integral in the creation of a school-wide assembly (500 students) that addressed the impact of bullying on all who attend the school.

Some of our 2011 Partners include:
ADL, SPAN, LAD Matters Film Fest, BVSSC, Intercambio, VOICE, INVST, Naropa University, CU-Boulder, Rainbow Elders, Interfaith AIDS Coalition, BCAP, FUMC, OASOS, El Comite, El Centro, Longmont Progressive Center, Boulder Valley Women’s Health, One Colorado, Bent Lens.

2011 Board Members
Cris Jones, President
Laura Edwards, Vice President
Rose Bodin, Secretary
David Lampe, Treasurer
Dave Ensign
Ann Noonan
Todd Burleson
Mat Somers
Ron Gould
Lester Wall
Kathleen Sepeda
Cami Dodson

2012 Board Members
Laura Edwards, President
Ann Noonan, Vice President
Lester Wall, Secretary
Ron Gould, Treasurer
Kathleen Sepeda
David Lampe
Rose Bodin
Glenn Waneka
Mary Dineen
Cami Dodson

Staff
Aicila Lewis, Executive Director
Mauricio Shoup, Program Director
B. Mann, BOLD Program Coordinator
Jen Spolnik, Office Manager

Location
Out Boulder is located at
2132 14th Street.
Our mailing address is
PO Box 1018; Boulder, CO 80306.
2011 Financial Report

Out Boulder yearly income has shown healthy financial growth over the five years of publication of the Annual Report, going from $127,204 in 2007 to $218,340 in 2010 and $197,232 in 2011. The $21,108 income decrease from 2010 was primarily from a decrease in 2011 grant income, which the board anticipated and sought to offset with increases in individual and corporate donations. Ultimately, mission commitment and access to strong cash reserves encouraged the 2011 Board of Directors to approve a $17,600 deficit budget that included funds to strengthen the implementation of Out Boulder's mission and hire a new office manager. By the end of the year, the actual draw from reserves was only $9,000. Of particular note, the 2011 budgeted estimate of $22,500 in individual cash donations grew to $38,520 actual by year’s end. This growth can be attributed, to a great extent, to the “Circle of Giving” campaign launched by Executive Director, Aicila Lewis.

As in the recent past, the largest source of income continued to be from grants, this year from the following generous sources:

| Gill Foundation | $38,695 |
| Open Door Fund  | $10,000 |
| Boulder County  | $20,000 |
| Polis Foundation| $10,000 |
| City of Boulder | $10,850 |
| Bright Mountain  | $ 7,300 |
| Denver Foundation| $10,500 |
| Bamboo Fund     | $ 2,000 |
| Buck Foundation | $10,000 |
| Community Foundation | $ 1,000 |

In sum, 2011 income was received as follows: Grants $120,345 (61%), Individual, Corporate and other Donations $53,769 (27%), Events and Interest $14,118 (7%) plus the Reserve Draw of $9,000 (5%).

Funds received in 2011 allowed the implementation of 10 Events including our signature Pridefest block party celebration, the spring Garden Party and fall Wine Tasting, the Barn Dance and Red Party, various Family Events and House Parties, as well as the singular Holocaust exhibit; 16 Programs including BOLD, the Ally Initiatives, Communications, Community

In the year 2011, Engagement, Discussion Groups, the popular Happy Hours, Transgender Awareness, and the county-wide SpeakingOUT program, to name a few; and 13 Activities including Board Development, Capacity Building, Program Development, Training and others, plus General Administration.

The 2011 expenses were incurred in the following traditional accounts and distributed across the above-described 40 functional categories.

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<th>FUNCTIONAL CATEGORIES</th>
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<td>TOTAL</td>
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Two (typical and standard) observations are noted: Personnel (staff and non-staff) and Staff Benefit expenses were 62% of total, and General Administration was 12% of total. Regarding the latter, it is satisfying
to report that 88% of Out Boulder expenditures are for *Events, Programs* and *Activities*.

Out Boulder’s signature event, the Pridefest celebration, accounted for the vast majority of *Events* expenses. Under *Programs*, the BOLD program was more than a third of expenses, followed by Community Engagement, Communications, Community Relations, and Out Boulder’s signature program SpeakingOUT. Within *Activities*, Capacity Building, Donor Development, Grant Writing and Rebranding accounted for about two-thirds of the expenses.

A focused effort was made in 2011 to record and analyze the distribution of effort by the Out Boulder staff. That distribution indicated that 13% of effort was for *Events*, 53% for *Programs*, 19% for *Activities* and 15% for General Administration. (It needs to be noted that the contractor for the BOLD program was treated as staff and, indeed, joined the staff in 2012.) The total staff effort was about 4,700 hours in 2011; equivalent to about 2.3 FTE (full-time-equivalent), using the 2,080 hours per year standard.

**PLANS FOR 2012**

The finance-related plans already in place for 2012, Dear Reader, involve you. First and foremost is the effort to expand the number of Out Boulder’s supporters in the Circle of Giving from the current 20 members to 50 members. Over the past five years Individual Donations have ranged from $13,820 in 2007 to $38,520 in 2011. For 2012 the goal for Individual Donations is $50,000, including those from members of the Circle of Giving. Please consider joining this group of committed people who are helping stabilize Out Boulder’s income stream. The Out Boulder web site is one place to start; calling Aicila at Out Boulder is another; talking to any Out Boulder Board Member is a third.

Mark your calendars for September 16, when the 9th annual Out Boulder Pridefest will be held in Boulder Central Park, along 13th Street. This will be the second year that Pridefest is being held “in its own space” instead of on the Pearl Street Mall in front of the Court House. Please join your friends and community for a bigger and better Pridefest this year.

A new fund-raising initiative has resulted in a Boulder Dinner Theater evening scheduled for November 3rd for the closing night of their production of Avenue Q. This initiative will be a joint effort of Out Boulder and the Boulder County AIDS Project. Proceeds from this event will be shared between the two organizations. Watch for details on the Out Boulder web site and the Out Boulder e-Newsletter.

Out Boulder is developing a plan to host a professional reading of 8, *The Play* on December 6th. 8, *The Play* is based on transcripts of the judicial proceedings surrounding California’s Proposition 8, which passed in 2008. The play will be directed by Colleen Mylott who is well known for directing *The Laramie Project*. It will be held at the Nomad Theater and ticket details can be found on the Out Boulder web site, www.outboulder.org.

**Support our Programs**

Giving to Out Boulder is easy. You can donate on our website at: www.outboulder.org/donate.htm

You can also set up a recurring charge on your credit card by contacting: Aicila Lewis at 303-499-5777 ext. 1
Thank you for your support

2011 Corporate Donors:

Am760
Amgen
Anti-Defamation League
Avery Brewing Co.
Babes Around Denver
Barefoot Wine
Bent Lens Cinema, Inc.
BIBA
Boulder County Democratic Central Committee
Boulder's Dinner Theatre
Breadworks
Ciolo Foods
Daily Camera
Denver Designer Cakes
First United Methodist Church
Hip Chicks Out
HRC
Izze
Jump Magazine
KGNU
Larabar
Liquormart
Lucille's
Mark H. Carson & Associates, PC
Naropa University
Out Front
Pasta Jays
Peoplefud LLC
PFLAG Boulder
Proto's Pizzeria Napoletana
Pumphouse Brewery
Rappleye & Associates
Rebecca's Apothecary
Rueben's
Spruce Confections
The Fox Theatre and Boulder Theater
The Gender Identity Center Of Colorado
Vermilion
Wells Fargo Foundation
Yellowscene Magazine

Grantors:

Boulder County
Brett Family Foundation
Bright Mountain Foundation
City of Boulder: Youth Opportunities Advisory Board
City of Boulder: Human Relations Commission
Community Foundation: Open Door Fund
Community Foundation: Community Trust
Community Foundation: ELI Impact Fund
Community United Church Of Christ
Denver Foundation
Fidelity Charitable Gift Fund
Gill Foundation
Giving First
Jared Polis Foundation
Longmont Community Foundation
The Peter & Carmen L. Buck Foundation

Happy Hour Hosts:

Martini's Bistro
Tutti's
Lucky Pie
Hapa Sushi
Shugs
Bitter Bar
Absinthe House

Special Thanks:

Deidre Saddoris, Volunteer Volunteer Coordinator
Caitie Miller, INVST Intern
Shannon Cleary, INVST Intern
Emily Draving, Speaking OUT Intern
Carol Kobel for her dedication to keeping the Pridehouse shipshape.
Dave Ensign for his 6 years of service on our board and in the community
Cathy Busha for her work as our Program Director and Co-Executive Director.
Kyel Inselman, BOLD Film Project Assistant
**Thank you for your support**

**Individual Donors:**

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