

the center

Advancing LGBT Colorado

2008
Annual Report

A l e t t e r f r o m t h e

Board of Directors

"The more I volunteered with CLIP, the more I learned about the issues facing GLBT people, and then I began answering the legal hotline and hearing personal stories on top of that. It really was the impetus for me to go to law school."

- Bridget McCann, JD;
Secretary, Board of Directors

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The Center continued to see growth in 2008, and made headway in becoming the premier LGBT community center in the Rocky Mountain Region.

A major change at The Center was the addition of our new Executive Director, Carlos Martinez, who brings to the position 25 years of experience in the non-profit sector. We are excited to have Carlos join us and look forward to more of the innovation and change that he has already begun to initiate.

With new leadership firmly at the helm, The Center tackled a bold rebranding campaign. In an effort to present itself in a more cohesive manner, The Center introduced a new organizational logo that represents an inclusive, connected community, along with new related logos for each of its programs. The Center will now be more easily associated with its programs, and instantly recognized throughout the community. A fresh, new website was launched as well, bringing The Center to LGBT people across Colorado and the Rocky Mountain region.

We, along with The Center staff, developed and adopted a three-year strategic plan that encompasses a capital

campaign and three-year business plans for each of The Center's programs. The plan is supported by a capacity building initiative that will develop and prepare The Center staff to lead our organization through the exhilarating changes that are to come.

The year also saw exciting new avenues at our landmark event, PrideFest, with the addition of Youth Alley, which drew more than 2,500 teens and young adults, and a wellness area, called the Healthy Living Oasis, which provided health screenings and services for 15,000 people. The introduction of programming for elders and families confirms that The Center is committed to identifying and pioneering opportunities for expanding populations within our community.

We thank you for your continued support of the LGBT community and The Center, and look forward to a fantastic 2009.

Sincerely,
The Center Board of Directors

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A message from the Executive Director



Executive Director
CARLOS MARTINEZ

Let me start by saying, with great gratitude, THANK YOU for making 2008 a tremendous year for The Center. Many things unfolded throughout the year, and I was continually inspired by your ideas, support, generosity and your dedication to making The Center a leader in the LGBT movement.

Our accomplishments were numerous! In order to establish a solid foundation for growth, innovation and sustainability, we focused our energies around three key areas: operating systems, programming and planning for the future.

Many changes took place. Among them were the installation of a new donor software package, a new, fresh, and interactive website, introduction of three-year plans for programs, and realignment of staff duties. These new systems have prepared The Center for delivering excellent customer service, fostering growth, and making sound business decisions.

It goes without saying that the year was busy. Not only did you contribute to accomplishing the above, but through your feedback, and those of many others in the community, The Center's mission was revised, a vision of leadership was created, and a three-year strategic plan was developed that guides and focuses our work toward future success.

I would now like to share with you your Center's future.

Mission

To engage, empower, enrich, and advance the gay, lesbian, bisexual, and transgender community of Colorado.

Vision

Become the premier lesbian, gay, bisexual, and transgender (LGBT) organization

in the Rocky Mountain Region. We will advance a vibrant quality of life for the LGBT community, inspired by the principles of leadership, excellence, integrity, equality, inclusivity, healthy living, and community connection.

Strategic Directions

1. Become the preeminent LGBT organization in the Rocky Mountain Region.

The Center will develop a strong and mobilized regional LGBT network, increase its visibility and brand image, and establish itself as a resource for other LGBT organizations in Colorado and the Rocky Mountain Region.

2. Promote long-term sustainability.

The Center will develop multiple strategies to ensure its financial sustainability through resource development while enhancing the organization's capacity to adapt to change, address challenges and take advantage of opportunities.

3. Develop exceptional virtual and physical spaces.

The Center will develop a new state-of-the-art LGBT community center and launch a new online presence that promotes inclusivity and connection in the LGBT community.

4. Expand and enhance the relevance, quality, access, visibility and consistency of programs.

The Center will build, sustain and strengthen community-driven and responsive programming to support the healthy development of LGBT people from youth to elders, as well as pursue full legal and civil equality for the LGBT community and people with HIV.

5. Assess and strengthen organizational effectiveness.

The Center will develop strategies to continuously measure and assess its impact and effectiveness in the community and as an organization, as well as strategies for continuous improvement of its programs, services and stakeholder relationships.

Three years from now, The Center foresees the following vision as a result of successfully implementing our plan:

- Recognition as the preeminent LGBT organization in the Rocky Mountain Region.
- A new state-of-the-art mixed-use community center that promotes the values and strategic vision of the organization.
- A highly motivated, engaged, professional, and diverse staff.
- An organizational infrastructure that supports the strategic vision.
- A fiscally sound organization with a budget that incorporates diverse revenue streams.
- An increased and diverse network of individuals, community advocates, and stakeholders involved in The Center.
- Expanded reach into the LGBT community resulting in increased participation in The Center's programs, services and events.
- Increased involvement and development of the Board of Directors in making informed policy decisions and guiding The Center's strategic direction.
- A professionally maintained and heavily utilized website and online presence that increases access to and use of The Center's programs, services and events.
- Increased visibility and partnership with the community at large.

I hope that you are as invigorated by this vision as the Board, staff, volunteers, community leaders and other members who provided ideas and feedback to the new direction are. Annually, I will keep you informed as to our progress on our three-year strategic plan. These are very exciting times and I hope that you continue to support your Center. As always, I welcome your thoughts and ideas, and look forward to sharing some wonderful times with you.

I look forward to your continued support in 2009!

Warm Regards,

Carlos Martinez
Executive Director

Community

Programs



"I called The Center because I felt isolated from my community and I was feeling both sad and helpless. I left a message for the volunteer coordinator asking if there were anything simple so that I could feel useful. I went to The Center the next day and met the volunteer coordinator; he talked with me for about thirty minutes, informing me of a whole world I did not even know existed. After attending the volunteer orientation, I helped with the family event with lesbian mothers and their children decorating gingerbread houses at The Center; I had so much fun and felt like a kid myself. I am no longer isolated; I am no longer sad; I am no longer helpless. I am gay, out and proud, and happier than I have ever been!"

- Mark, Community Volunteer

In 2008, The Center consolidated many of its programs under one umbrella heading - Community Programs. Community Programs now encompasses Healthy Living, Family and Elders programming, as well as the David Bohnett Cyber Center and the Terry Mangan Memorial Library. The coordination of volunteers and outside organizations using space at The Center is also handled by Community Programs. In 2008, 167 volunteers logged 5,870 hours of service. They give life to The Center and make the work that goes on here possible.

The Center's Healthy Living program encourages healthy lifestyle choices in the LGBT community through education and awareness. Many LGBT individuals fail to receive the medical attention they require due to fear of disclosing their sexual orientation or gender identity to their doctors. To help correct this, The Center maintains a list of over 200 LGBT culturally competent health care providers, many of whom have been trained by The Center's Healthy Living program staff.

Since October 2006, The Center has served as the lead agency on a statewide tobacco initiative entitled SmokeFree GLBT, which formally collaborates with five GLBT organizations across Colorado. The percentage of smokers among the LGBT community is double that of the straight community. Through tobacco awareness education and cessation programming, SmokeFree GLBT is working to cut this percentage down.

Facts

- 38% of LGBT individuals smoke cigarettes, versus 17% of heterosexuals.
- The LGBT community is highly targeted by industries that view it as vulnerable to unhealthy behaviors such as alcohol and tobacco use.
- The Gay & Lesbian Medical Association (GLMA) lists substance abuse, including alcohol and tobacco, fitness and depression among the top ten issues all LGBT individuals should discuss with their health care providers.



- Gay pride is a symbol of solidarity and an opportunity to express the vivid personalities which reflect the diverse gay communities throughout the world.
- The first gay pride parade in 1969, known as the March on Stonewall, started as a protest against discrimination and violence against gays in New York City.
- The gay pride flag was designed by Gilbert Baker and debuted at the 1978 San Francisco Gay and Lesbian Freedom Day Parade. The different colors represent diversity within the gay community.

Facts

2008 PrideFest

PrideFest 2008 was a great success. Produced by The Center and recognized as the sixth-largest Pride event in the country, as well as the most family-friendly, the celebration was attended by 250,000 people, a 20% increase in attendance from 2007. For many, PrideFest is a first opportunity to witness the gay community en masse – a chance to feel a part of, and to experience the unique magic that comes with realizing one is part of a greater whole. It is awe-inspiring, and can never be forgotten.

PrideFest featured a Latino stage for the first time in 2008, showcasing talents, as well as giving the Latino audience a special connection to the festivities. Other highlights included the Children's Parade, Youth Alley – a gathering spot for youth under age 25, and the always popular Dogs in Drag contest. A new recycling program was also introduced, and successfully diverted over 1,000 pounds of waste from landfills to recycling centers.

- 93-year-old Esther Wilson enjoying her third PrideFest



"I have been attending PrideFest since 1977 when I moved to Denver. For me, it reminds us that we have a rich history and it allows me to connect with people that are like me. I especially like meeting people who are attending for the first time. Their excitement is contagious as they begin building a sense of community and finding themselves no matter what age they are. I always look forward to PrideFest and feel the need to reconnect with the community every year."

- Brent Berry, Community Volunteer

Legal & Advocacy



(l-r) Rep. Alice Madden, Pat Steadman, Sen. Jennifer Viega, Gov. Bill Ritter, & Legal Director Mindy Barton

“As a private attorney working on the application of the new second parent adoption laws in Colorado, I had the privilege of regularly meeting with a group of attorneys at The Center to hammer out how the law would actually be put into practice. It is truly gratifying to see the power we have been given to affect positive change in the lives of gay and lesbian families in Colorado.”

– Erica Johnson,
cooperating attorney

The Center’s Legal and Advocacy Program worked to continue advancing LGBT rights in Colorado in 2008. In 2007, Colorado passed a Second-Parent Adoption Law and last year, a group of attorneys met regularly at The Center to help shape how the law would be put into practice, effectually increasing the security and well-being of LGBT families. The Center worked with Equal Rights Colorado to achieve passage of Senate Bill 200, expanding protections throughout Colorado’s laws on the basis of sexual orientation or gender identity, including the areas of public accommodations, housing and schools. The LGBT community was the last segment of the population to be afforded these rights, but is now protected from unjust evictions, refusal for mortgages or inequitable opportunities in education. Colorado is one of only 13 states that include transgender individuals in these safeguards.

In 2008, The Center actively partnered with the Anti-Defamation League, the American Civil Liberties Union, the Colorado Progressive Coalition, the Colorado Anti-Violence Program, Gill Action Fund and the Gay and Lesbian Alliance Against Defamation to fight discrimination. Through the Legal Initiatives program, The Center provided internships for law school students from both the University of Denver and University of Colorado looking to gain experience with LGBT issues. These collaborations help present a strong and unified front in the fight for equal rights in Colorado.

Facts

- 42% of LGBT students who experience high frequencies of physical harassment do not plan to attend college, versus 30% of students who are not harassed, further widening the gap in education opportunity.
- 2,430 victims reported anti-LGBT violence in 2007, a 24% increase from the previous year.
- 43 cases of anti-LGBT discrimination have been filed with the Colorado Civil Rights Division since sexual orientation was added to employment protection laws in August of 2007.



Rainbow Alley continued to serve as a safe meeting place for LGBT youth to gather and discover themselves. On average, 577 visits were made to Rainbow Alley each month, for a total of 6,929 visits throughout the year. During their time at Rainbow Alley, these teens and young adults worked under a newly revamped youth leadership model that allowed them to be more involved in decisions regarding the Alley and taught them leadership skills that they took back to school and their lives outside the Alley. The sense of connection to an open and supportive community that kids receive from being involved in Rainbow Alley has proven to lead to decreased feelings of suicide and a generally more positive outlook on life. Teens are able to find peer support and adult role models at Rainbow Alley, and due to these influences, report being more capable of handling the pressures of school and are less likely to drop out.

Youth Services offered an array of programs and events throughout the year. The staff provided 31 trainings for 1,030 youth-serving professionals across the state, and the youth speakers' bureau presented 45 engagements reaching a combined audience of over 2,200 while discussing topics such as coming out and safer sex. Other programs included the annual Queer Prom, Saturday Dinner and a Movie and SmokeFree GLBT Youth.

- Every 90 seconds of every school day, an LGBT youth is harassed in a Colorado school.
- Every 5 hours, an LGBT youth commits suicide.
- 30% of LGBT youth have suffered violence at the hands of a family member when they came out at home.



FACTS

Youth Programs



- BalloonScapes accepts the Golden Advocate Award at Gaybutante 2008

"I think it's really empowering for someone to feel welcomed and safe in a place. Rainbow Alley definitely helped with the support of me being comfortable, being out not only to my family and friends, but to just be who I am out in public, just to feel comfortable as who I am and not to feel ashamed."

- Chelsea Wolfe,
Youth Community Liaison



Financials

The Gay, Lesbian, Bisexual & Transgender Community Center of Colorado

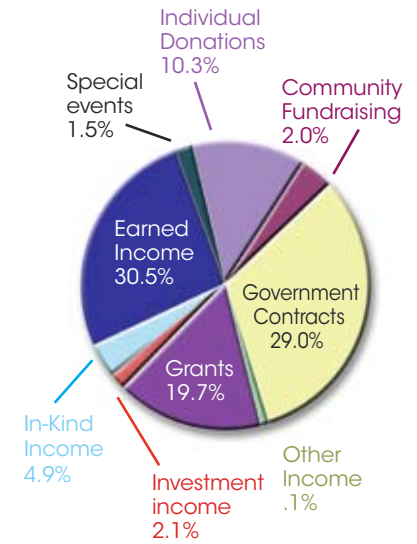
Statements of Activity

For the Year Ended December 31, 2008

(Unaudited)*

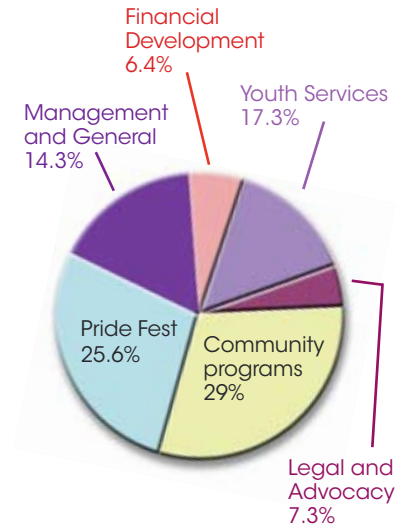
SUPPORT AND REVENUE

Individual donations	\$ 195,352	10.3%
Community fundraising	37,200	2.0%
Government contracts	552,047	29.0%
Grants	374,745	19.7%
Earned income	581,340	30.5%
In-kind income	93,108	4.9%
Investment income	39,605	2.1%
Special events	29,529	1.5%
Other income	<u>2,609</u>	<u>0.1%</u>
Total support and revenue	1,905,535	100.0%



EXPENSE

Program Services		
Youth Services	314,468	17.3%
Legal and Advocacy	133,928	7.3%
Community Programs	529,014	29.0%
PrideFest	<u>467,289</u>	<u>25.6%</u>
Total Program Services	1,444,699	79.3%
Supporting Services		
Management and general	261,405	14.3%
Financial development	<u>116,460</u>	<u>6.4%</u>
Total supporting services	377,865	20.7%
Total expense	<u>1,822,564</u>	<u>100.0%</u>

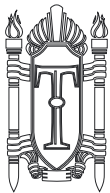


Change in net assets	82,971
Net assets at beginning of year	<u>1,762,201</u>
Net assets at end of year	<u><u>\$ 1,845,172</u></u>

*(Copies of audited financials available upon request.)



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Jenny Schiavone
Stephany and Coral
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Bob Schneider
Michael Schneider
James Schneider
E. Laurie Scholl
Herma Lu Schroeder
Jehanne Schweitzer
Alan R. Segal
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Shafer

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Laurie Shields
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Michelle Simons
Jamie Sims
Shirley Slick and
Barbara Toney
Alana Smart
Charles and Patricia
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Barbara Smith
Terry Snyder
Jodi Sokup
Thomas Poindexter
and Sandra
Spencer
Anna Spradlin
Frederick Sramek
Nancy Stanley
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Barbara Sternberg
Andrew W. Strickland
Earl Sutherland
Anthony Tapia
Sharon Terdiman
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Wayne Thrash
Bruce and Penelope
Thron-Weber
Anna Tomaino
Inga Tomasino
Linda Tomlinson
Rachel Torres-Collins
Mi-Lon Trask and Kris
Rohren
Michael Uhlenkamp
and J. William
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Jody Vaclav
Torie VanDeven
Jason VanScoter
Gregory Vedder
Gretchen Vilhauer
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Janet Walsh
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Marta Whitsel
Marla Williams
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Phillip Wong
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Wonsiewicz
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Yehle
Michael Yost
Russell Young and
Bob Zogg
Susan Youtz
A.J. Zabbia
Amy Zehnder
Vincent Zimmerman
Susan Zloth

FOUNDATIONS
- Corporations
- Contracts
- Collaborations

\$100,000+
Anonymous
Community First
Foundation
Gill Foundation
LINK, State of
Colorado
STEPP, State of
Colorado

\$75,000+
Anonymous

\$50,000+
Anonymous

\$25,000+
Comcast
Denver Metro
Convention and
Visitors Bureau
Jay & Rose Phillips
Family Foundation
Purple Crayons

Mel Wolf Foundation
National Republic
\$15,000+
Community Shares of
Colorado
Denver Foundation
Sirius Radio

\$5,000+
American Cancer
Society
Anschutz Family
Foundation
Blog Pro
Brett Family
Foundation
Bright Mountain
Foundation
CH2MHILL
Denver Radio
Communications
DFS
El Potrero
Eldorado Natural
Spring Water
Gammu Mu
Foundation
GLBT Student
Services of the
Auraria Campus
JVA Consulting, LLC
Kaiser Permanente
Merrill Lynch
Mike Shaw
Automotive
National TelePrinting
Nordstrom
OutinDenver.com
Public Service Credit
Union
Purple Avacado
Washington Mutual
Wells Fargo

Under \$5,000
4-PLAYERS of Colorado
760 AM
Agave
Ambler & Keenan, LLC
Anonymous
Anthem
AT&T United Way
Bamboo Fund
Barefoot Wine
B.E.N. Inc.

BAD (Babes Around
Denver)
CafeVivid.com
Central Presbyterian
Church
The Children's
Hospital (CHIP)
Clock Tower
Entertainment
Colorado Gay Rodeo
Association
Colorado Gay
Volleyball
Association
Colorado GLBT Bar
Association
Colorado Health
Network
Colorado QuitLine
Colorado Tavern Guild
Colorado Thespians
Colorado Tri-ESS
Colorado Whitewater
Aquatics
Covidien
The Catherine &
Michael Cuomo
Fund
Dazzle
Denver Cycle Sluts
Dignity Denver
DU Gala
Foothills United Way
Foppe Creative
Forest City Stapleton
Front Range Bears
Fruition
Hewlett-Packard
Holland & Hart
Hotel Monaco Denver
& Panzano
Hotel Teatro
ICRME White Rose
Scholarship Fund
Imperial Court of the
Rocky Mountain
Empire
Janus
Jefferson Unitarian
Church
Johnson & Johnson
JPMorgan Chase
Foundation
Kilmer, Lane &
Newman LLP
Lambda Community
Center
Luca, Inc.

The McGraw-Hill
Companies, Inc.
Mile Hi Bullseye Darts
Mile High United Way
Mizuna, LLC
Mr Leather Colorado,
Inc.
Older Lesbians
Advocating
Change
Osteria Marco
Out Front Colorado
Out Spokin'
Parents And Friends
of Lesbians and
Gays
PFLAG - Denver
Phyllis M. Coors
Foundation
Piatti Restaurant
Company
Powerhousing, LLC
ProCard
Public Service Credit
Union
Qwest Foundation
Rainbow Legends
Recht & Knornfeld
Red Rocks and Purple
Mountains
Reilly, Pozner &
Connelly, LLP
Renaissance Hotel
Rocky Mountain Arts
Association
Rocky Mountaineers
Rose Foundation
Safe City
Saint Andrews
Episcopal Church
Salon L'Kai
Sketching Out CMA
Sole Journey
St. John's Episcopal
Cathedral
Stanley British
Primary School
Strings
Stuben's
Sun Microsystems
United Way
United Way of Larimer
County
Vesta Dipping Grill
Wellpoint Foundation

**CENTER LEGACY
CIRCLE**

These generous individuals
have provided for The
Center in their wills.

Jamie Henderson
Christopher Leach
Phil Nash
Debra Pollock
Bob Smith
Kevin Stever
George W. Stillings III
Linda Warren
Roy Wood

Leave a legacy of freedom

Roy Wood spent many hours working as a volunteer at The Center. His work will continue far into the future because Roy remembered The Center with a bequest in his will. Roy's generous gift has made it possible for us to establish an endowment that will provide The Center financial security for years to come.

Consider a planned gift through a bequest to The Center. There are a variety of ways to make a lasting contribution toward a better world, and to ensure that gay, lesbian, bisexual and transgender civil rights are protected for generations to come.

We welcome the opportunity to show you the benefits of making a gift to support that important work. It's about the future. For more information, call Debra Pollock at 303-733-7743, ext. 104.



the center
Advancing LGBT Colorado

GLBT Community Center of Colorado
1050 Broadway, Denver CO, 80203
303.733.7743
www.GLBTcolorado.org