

INSIDE OUT

YOUTH SERVICES



Image: Young people marching in the 2025 Pikes Peak Pride parade

2025 IMPACT REPORT

Building access, equity, and power with LGBTQIA2+ young people, ages 13 - 24.

LETTER FROM THE EXECUTIVE DIRECTOR

Dear Friends,

As we sit with the realities that the changes of 2025 brought—both individually and collectively—I find myself returning again and again to the extraordinary resilience young people embody every single day. In a year when so many aspects of their identities have been challenged or erased, young people continue to rise with courage, creativity, and conviction.

They are showing up in school board meetings to advocate for their rights. They are participating in leadership development and shaping policy conversations, including through their work with school policies and the Youth Advisory Committee. They are holding our Board of Directors accountable through consistent attendance and thoughtful engagement. They are naming their needs clearly and boldly—and insisting that systems respond.

The duality of this year has been sitting with me. There is so much to celebrate, and so much to mourn. Yet through it all, I am reminded that young people hold a resilience that is both grounding and galvanizing. Every day, these beautiful, creative, and brave souls show up as their authentic selves, and they take steps to embrace their identities and pursue their full potential.

Their leadership is policy-shaping, community-building, and future-defining. And it is our responsibility to continue advocating alongside them, ensuring that their needs are not only heard but acted upon.

Thank you for standing with us, and with them.

— Angie (she/her)
Executive Director

OUR MISSION & OVERVIEW OF SERVICES



Mission: To build access, equity, and power with LGBTQIA2+ young people, through leadership, advocacy, community-building, education, and peer support.

About IOYS: Inside Out Youth Services is the leading nonprofit in the Tava-Kaavi (Pikes Peak) region dedicated to serving LGBTQIA2+ young people, ages 13-24. At the Inside Out community center, young people have a safe and affirming space to make friends, access resources and trusted adults, and participate in evidence-based programs that cover everything from comprehensive sexual education to life skills, leadership to social opportunities. Out in the community, the Inside Out team offers trainings, advocacy opportunities, and community engagement to ensure LGBTQIA2+ youth have safe spaces across the region.



NEW IN 2025

- **Case Management:** one-on-one direct services to support young people accessing housing, food, transportation, documentation, social services, and other navigational supports.
- **Food Pantry:** provides a dedicated space for young people and families to pick up food, meals, and recipes in addition to our regularly stocked snack cabinets in the community center.
- **Youth Advisory Committee (YAC):** a group of youth leaders who have dedicated themselves to provide and develop unity, inclusion, leadership, and self-advocacy on behalf of those that are not a part of the YAC. The committee holds meetings once a month and comes together to plan events, create ideas, and host activities for youth in the space and make decisions that would best benefit Inside Out Youth Services.
- **Peer Interns:** a year-long paid internship program for young folk between the ages of 18 and 24, consisting of two positions: advocacy intern and substance use prevention intern. The interns offer peer support, facilitate programs in our community center, and bolster advocacy initiatives in our community.
- **IOYS Activist Network:** a rapid response network that allows IOYS to quickly send emails and texts to provide updates on local threats to the rights of LGBTQIA2+ young people, with tangible steps for community members to get involved and advocate for LGBTQIA2+ young people.
- **DEIJ Committee:** a new IOYS committee designed to provide even more focus on diversity, equity, inclusion, and justice in all areas of our work at IOYS.



Image: IOYS staff, IOYS Youth Advisory Committee member, One Colorado staff, and community member at an IOYS town hall

OVERVIEW

94
new young
people in 2025

216
unique individuals
served across
3,627
visits

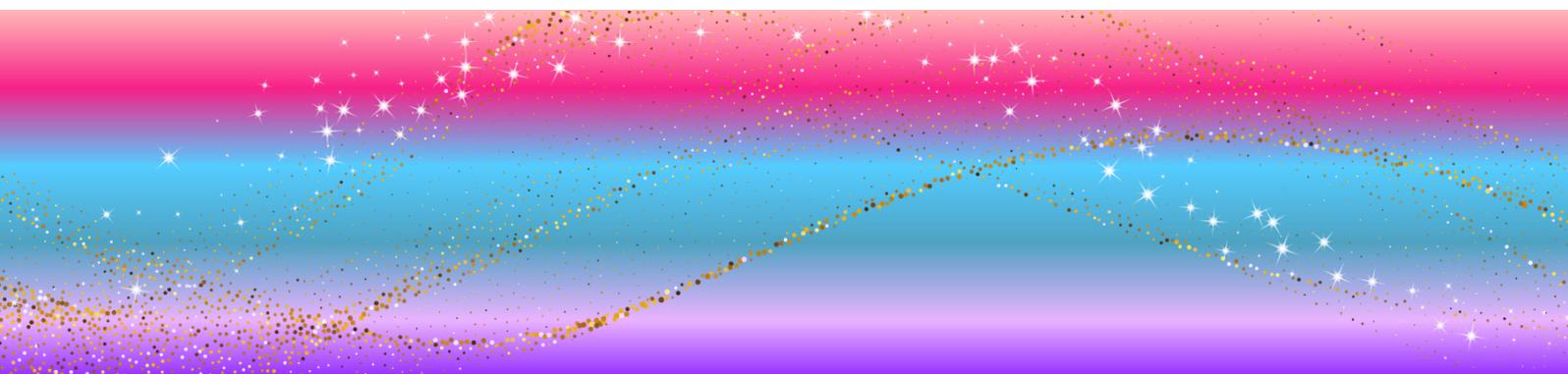
750+
hours of services in
the community
center

330
programs provided
at IOYS and in the
community

40%
of young people
received basic
needs resources

90%
retention rate

90
active volunteers donated
1480+
hours of their time



OUTCOME ASSESSMENT

● Before IOYS programs

● After IOYS programs

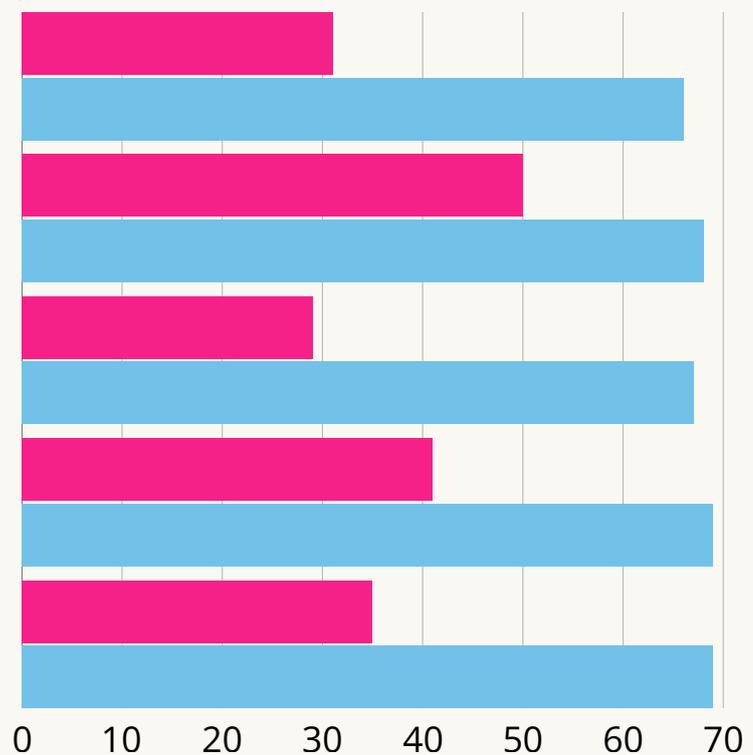
reported feeling confident and supported in their identities

reported having trusted adults in their lives

reported having healthy and supportive connections in the community

reported an ability to identify healthy and unhealthy relationships

reported their ability to access resources to manage stressful situations



26%

increase in protective factors after attending IOYS programs.

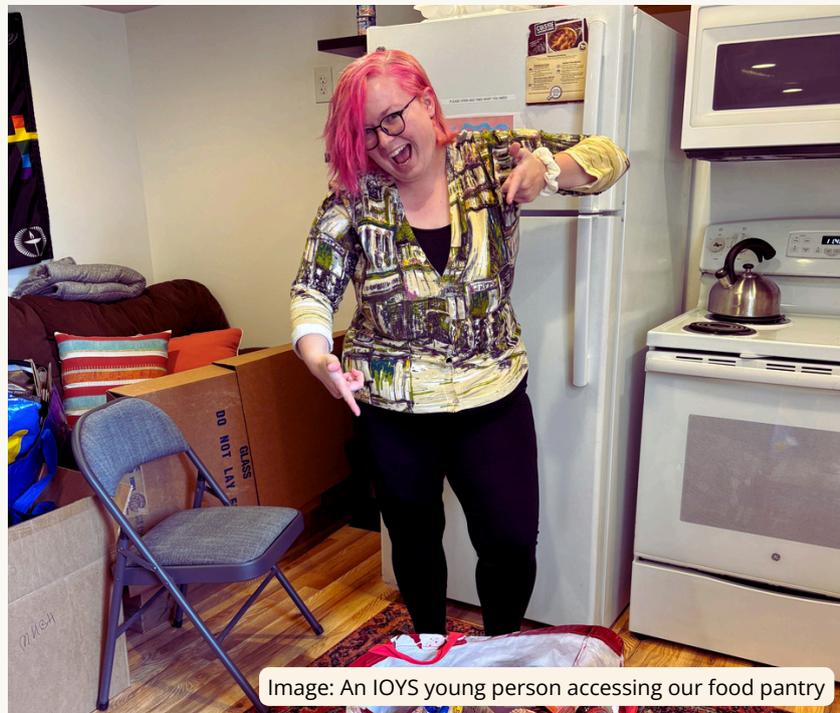


Image: An IOYS young person accessing our food pantry

PROGRAMS

Over
20%
of our programs were led by other young people in
the community center

Our 2 Peer Program Interns and 2 Colorado College
Fellows led
30+ programs
at IOYS around topics of substance use prevention,
mental health, study skills, and advocacy*

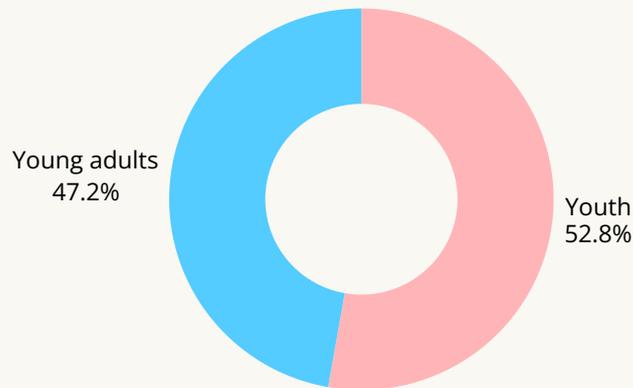
89%
of participants reported knowing where to access
resources for substance use and recovery after
attending programs

75
unique individuals
attended a TransParenting support group for
parents & guardians of trans & gender-expansive
young people

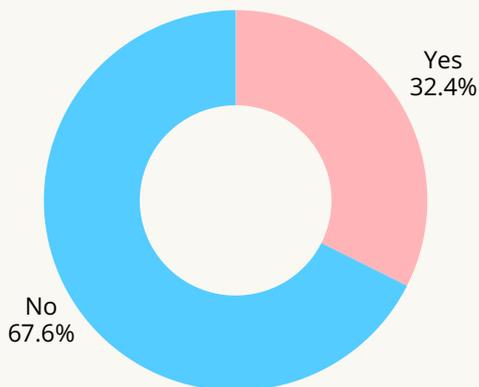
*"Honestly, I'm excited for what the Youth Advisory
Committee (YAC) does in the future. Especially with all
the good news this year about getting grants and funds
[for] the things that are worth it. No matter what
happens, thank you all for everything. 13-year-old me
would never have thought about getting this far and
the YAC is literally my new family. Never change."
- IOYS YAC Leader*

DEMOGRAPHICS

Age



Identifying as BIPOC



Identify with sex assigned at birth

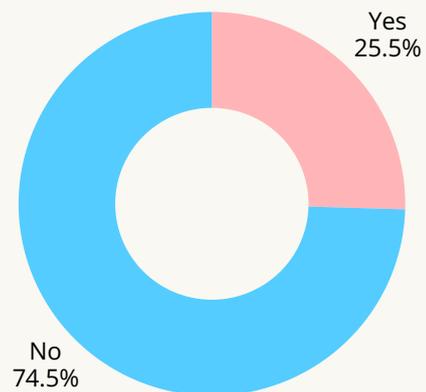


Image: IOYS Peer Program Intern & staff at Trans Day of Play, a community event by IOYS

ADVOCACY

69 organizations supported by IOYS

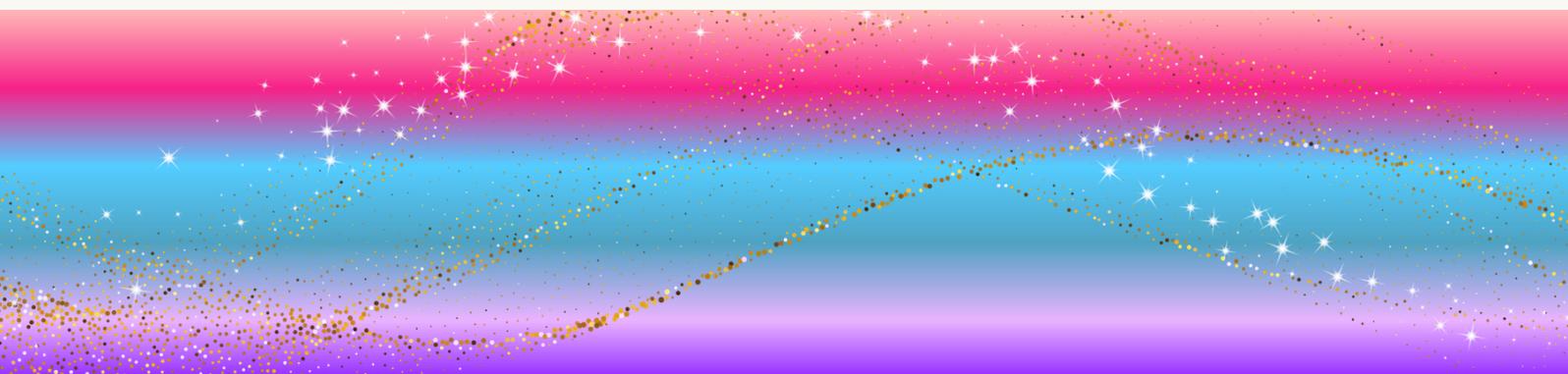
781 educators supported by IOYS

46,739 students impacted by advocacy efforts

24 trainings with 573 people trained

99% of people trained reported gaining practical skills to support LGBTQIA2+ young people

99% of people trained reported understanding information and resources to support LGBTQIA2+ young people in crisis



OUTREACH

83 Pikes Peak Safe at Schools Coalition members/participants

505 members of the Activist Network

9,030 texts sent through 8 advocacy campaigns

322 conversations with activists like you

104 members of the Activist Network sent emails to board of education members

87 members of the Activist Network attended board meetings to advocate for and with LGBTQIA2+ young people

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ACTIVIST NETWORK

Get notified when LGBTQIA2+ young people need your advocacy!

Join here!



FINANCIALS

Assets

Cash (unrestricted)	\$1,319,018
Cash (temp. restricted)	\$145,331
Investments	\$121,180
Accounts Receivable	\$113,771
Fixed Assets	\$40,890
Other Long-term Assets	\$310,678
Total Current Assets	\$2,065,063

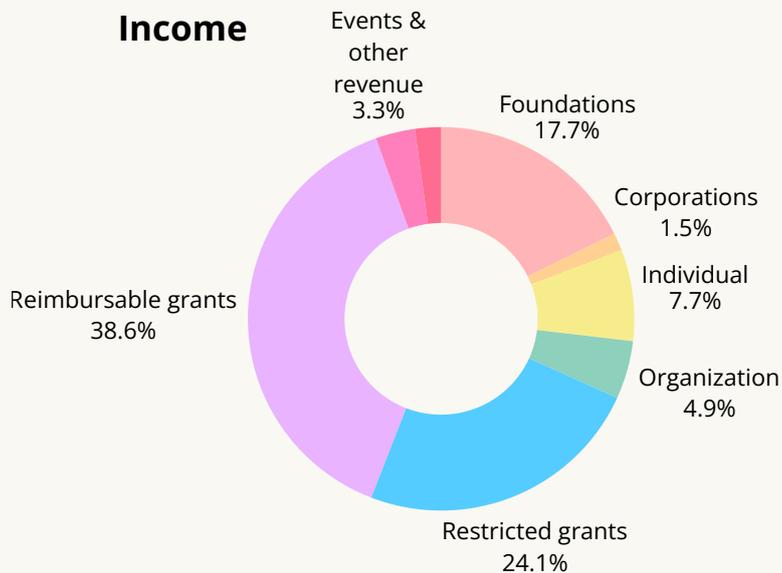
Liabilities

Current liabilities	\$1,319,018
Longterm liabilities	\$145,331
Total liabilities	\$511,343

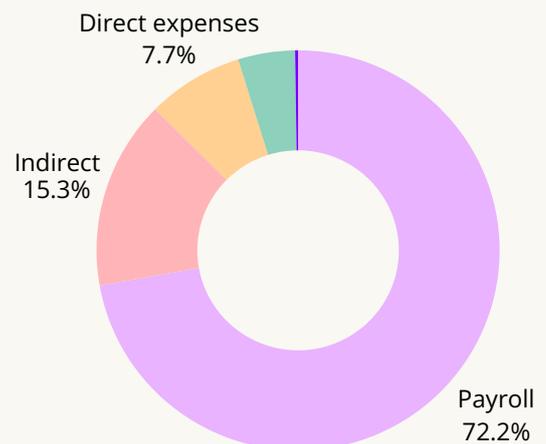
Equity

Fund balance	\$1,515,722
Net income	\$37,999
Total liabilities & equity	\$2,065,063

Income



Expenses



BOARD STATEMENT

2025 was a year of intention and culture-building for the IOYS Board. As Board, we focused on fostering a healthy culture among our Board, staff, and the community we serve, investing in leadership, and ensuring our decisions and policies remain rooted in our mission to empower LGBTQIA2+ young people.

Growing the Board

In 2025, we were pleased to welcome three new board members — Olivia (she/they), Jasen (he/him), and Rafael (he/they). Each came to the Board after demonstrating meaningful commitment to IOYS through volunteering and engagement within the LGBTQIA2+ community. All three have already made huge impacts across several committees and in leadership roles.

Investing in Diversity, Equity, Inclusion & Justice

While many organizations have abandoned their past commitments to diversity, equity, inclusion, and justice (DEIJ), we have doubled down on our commitment to those principles because they are core to our mission. After establishing a DEIJ Committee in 2024, the Board partnered with Point b(e) Strategies for a series of facilitated DEIJ trainings. We are grateful to Danny (they/them) and Libby (they/them) for guiding us through thoughtful, challenging conversations about fostering a healthy Board culture and ensuring that the work we do aligns with our mission and the lived experience of our staff and young people.

Lifting Voices

These DEIJ conversations have already prompted real change. One meaningful shift was inviting our Youth Advisory Council (YAC) to attend every board meeting — to ask questions, offer suggestions, and share updates. Their presence ensures that our governance remains connected to the essence of IOYS — our youth. Thank you to our exceptional Programs Team for developing the leaders who now represent the YAC. We also took concrete steps to elevate staff voice by strengthening collaboration and connections between the Board and staff.

Solidifying Leadership

A significant milestone this year was formally welcoming Angie Reader (she/her) as Executive Director (ED) under a three-year contract. This step reflects confidence in her leadership and a shared commitment to organizational stability and long-term planning. In her first year as ED, Angie and the IOYS staff have exceeded all expectations by empowering youth, creating safe spaces, and adapting to a challenging and ever-changing environment. They have tirelessly led advocacy efforts with school boards, shifted grant strategy to ensure financial stability, and even bolstered our own food pantry to meet the growing financial needs of our community.

Looking Ahead to 2026

As we move into 2026, our focus is on sustaining and memorializing our commitment to lifting voices and fostering a healthy and equitable culture. This will include a deliberate review of our By-Laws and governance processes to ensure they reflect and will sustain the work we began this year.

As always, all of the work we do is a collective effort, which we cannot accomplish without your commitment — as donors, volunteers, community advocates, and allies. **THANK YOU for your continued stewardship and please continue to give to IOYS!**

THANK YOU TO OUR DONORS

To our incredible community of donors,

I want to thank you for showing up every day for our young folx and the community we serve. I know that we say it often, but we truly could not do this work without you. Your kindness, sacrifice, and energy bring something irreplaceable to Inside Out Youth Services and to the community. You are truly beacons to the young folx we serve, showing them that anything is possible, they can be anything they want to be, and can achieve anything they hope to achieve. Thank you for being here. Thank you for your support. Thank you for everything you do. Thank you for believing in us and for believing in a better world where there can be safety and peace for young folx everywhere.

— Gray (they/them)
Donor Relations Manager



Image: IOYS staff (& spouse), a Youth Advisory Committee member and his parent receiving a One Colorado Prism Award

STAFF & BOARD



Alie (she/they), Director of Strategic Initiatives - **Alina** (they/them), Volunteer Manager - **Amberlee** (she/her), Executive Assistant - **Angie** (she/her), Executive Director - **Ellison** (she/her), Bonner Fellow - **Em** (they/them), Program Coordinator - **Gray** (they/them), Donor Relations Manager - **Harper** (they/them), Youth & Young Adult Case Manager - **Jaxon** (he/him), School Advocate - **Jay** (he/him), Advocacy Intern - **Kadean** (she/her), Business Manager - **Keeley** (she/ella), Communications Director - **Moe** (she/they), Programs Assistant - **Nico** (they/he), Outreach Coordinator - **Ollie** (they/them), Advocacy Director - **Rowan** (he/they), Substance Use Prevention Intern - **Ryan** (he/him), Event Manager



Danielle Redmond (she/her), Board Secretary - **Dom Angiollo** (he/him), Board Chair - **Edina Hanes** (she/her), Board Member - **Jasen Cooper** (he/him), Board Treasurer - **Olivia Compton** (she/they), Board Member - **Rafael Norwood** (he/him), Board Vice Chair - **Sophia Lisco** (she/her), Bonner Fellow - **Dr. Tre Wentling** (he/him), Board Member



Staff and board at time of publication



Image: IOYS staff and young people at the Colorado Wolf & Wildlife Center for a Queer Scouts field trip

INSIDE OUT

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Quotes from young people about IOYS:

"I love it and this has helped me a lot."

"Everyone's very helpful and supportive."

"Inside Out is amazing. You guys have done a lot."

"Your program is great. I learn and see things I never knew."

"I really like the staff and the programs are well put together."

"Every time I'm able to come in it has always been super enjoyable (Smiley face)"

"I just wanted to say thank you, guys, for what you do to help us feel seen and heard."

Contact Us

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