

INSIDE OUT

YOUTH SERVICES

2022 Impact Report



INSIDE OUT

YOUTH SERVICES



This past year, the LGBTQIA2+ community has faced untold challenges, and the tragic Club Q shooting where lives were lost, and our community was heavily impacted. There are no words. What continues to be true is the light and love that LGBTQ+ young people bring into our community center and community every day.

In this difficult and challenging moment, I'm reminded of the words, "we stand on the shoulders of giants." It is because of the efforts of LGBTQIA2+ adults like our founding director, Regina Dipadova (she/her) that the foundation was set to build the legacy of Inside Out and those we are so fortunate to serve alongside.

This year, we thought it would be special to share a message from Regina as she reminds us who we are in this moment, that we always stand stronger when we stand together, and that young people never have to be alone, because Inside Out is here.

There are no words. But there must be hope. And we are reminded of that every day when we are presented with the love, the light, and the resilience of LGBTQIA2+ young people and the giants whose shoulders we all stand on.

Jessie Pocock (she/her)
CEO and Executive Director



From our CEO and Executive Director

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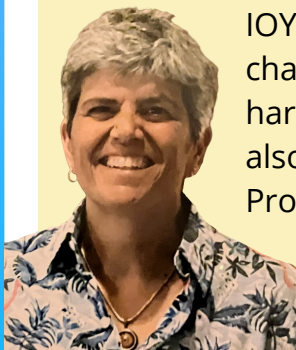
YOUTH SERVICES

From the Founder of Inside Out Youth Services

"The more things change, the more they stay the same" isn't a quote that I am a fan of. Unfortunately, we are still fighting a battle similar to the one we were fighting 33 years ago when I founded Inside Out Youth Services. IOYS began through the El Paso County Health Department Drug and Alcohol Adolescent program. A health department philosophy is to provide services for citizens whose needs are not being served by the larger community. In 1991, the needs of LGBTQIA2+ young people were not being served nor recognized by the community. The rates of high school drop outs, suicide, HIV/AIDS contraction, homelessness, and substance abuse were a health crisis which our Health Department was not afraid to address. Although our larger community at that time objected to "their tax dollars going to such an immoral activity," they didn't have a better solution.

And that's what I see that hasn't changed: People who cannot live with diversity don't have better solutions, so they must learn to educate, support, accept, and celebrate one another. Hate speech, violence, being disowned and having parents telling their kids to leave their homes are still just as real now as they were 33 years ago. The history of politics in any government has notoriously tried to eradicate people who were different.

But let's look closer to the things that have changed. Due to the 33 years of IOYS' reputation of integrity and strength from our young people, staff, and volunteers, we are sought out by the community for our expertise of resiliency. We are sought out from our community when the question is asked, "How can we do better?" That crack in the doorway has made a huge difference to our young people.



IOYS has put in the time, dedication, and heart to create change for 33 years. While we have endured many recent hardships and mourned losses in our community, we've also celebrated big successes. Yes, things have changed. Progress has been made, and more is yet to come.

Regina Dipadova (she/her)
Founder of Inside Out Youth Services

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About Our Impact

In 2022...

Community Center Programs

277 unique individuals served

118 new youth

36 unhoused youth

89 low income youth

More than **88** schools represented

Clinical Services

78 unique individuals served

541 individual sessions

12 family sessions

15 group sessions

14 WPATH letters of support



Lux (they/them), 18; Alaska (they/them), 19

Education and Outreach

33 trainings, panels, and speaking engagements on how to better support and resource **1,084 LGBTQIA2+ young people**.

89% of people trained report **gaining skill** on how to build power.

87% of people trained report knowing **how to access information and resources** for LGBTQIA2+ young people.

47,846 number of youth impacted from Safe@Schools program efforts.

Our anti-violence work, co-led by LGBTQIA2+ students, increased safety for **33,000** young people in the Pikes Peak region.



Youth Program Participation

1,456 in-person visits

3,546 virtual visits

569 clinical visits

331 Transformations support group

179 Smart Hearts healthy relationships

157 Qmmunity Resilience

46 Adulting attendees

350 Queer Prom attendees

1,700 Youth Pride attendees



Elijah (they/them), 16; Wyatt (they/them), 14; Josie (they/them), 16; Alaska (they/them), 19

80% of participants indicate strength in **coping skills and resilience** after participation in programs.

87% of participants indicate a strength in **understanding healthy and unhealthy relationships** after participation in programs.

46.2% of participants report attending programs **every** chance they get.

Data gathered from IOYS youth show that, after participating in programs, they have **greater access to protective factors** and less risk of perpetuating or suffering violence.

TransParenting

79 interactions at monthly support group meetings for parents/caregivers of transgender and nonbinary children

&

170 active members

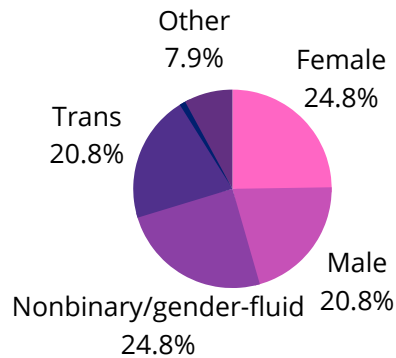


It was supportive to share a bit of our family's story and to hear about the experiences that other families have been through before us and alongside us.

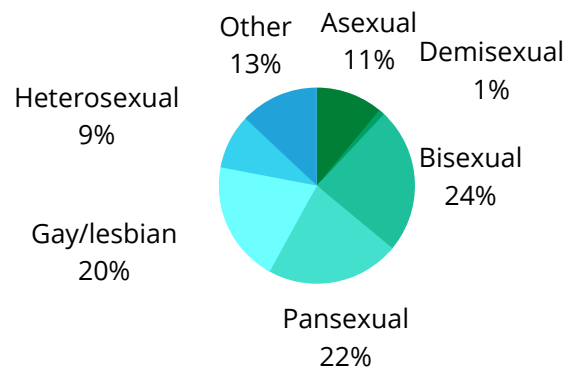
— A parent on Transparenting support group

Youth Program Demographics

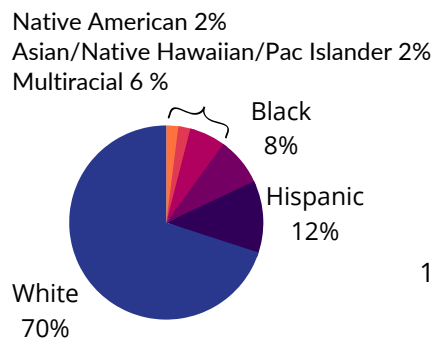
Gender Identity



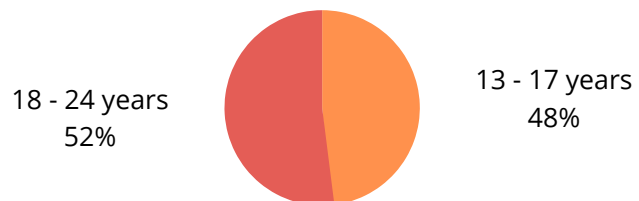
Sexual Orientation



Race & Ethnicity



Age



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Financials

Financial and value report

(for the year ending December 31, 2022)

Total revenue from all sources: **\$2,231,217**

Operating expenses: **\$1,343,050**

Assets and liabilities

(as of December 31, 2022)

Current (cash): **\$1,436,843**

Investments: **\$82,801**

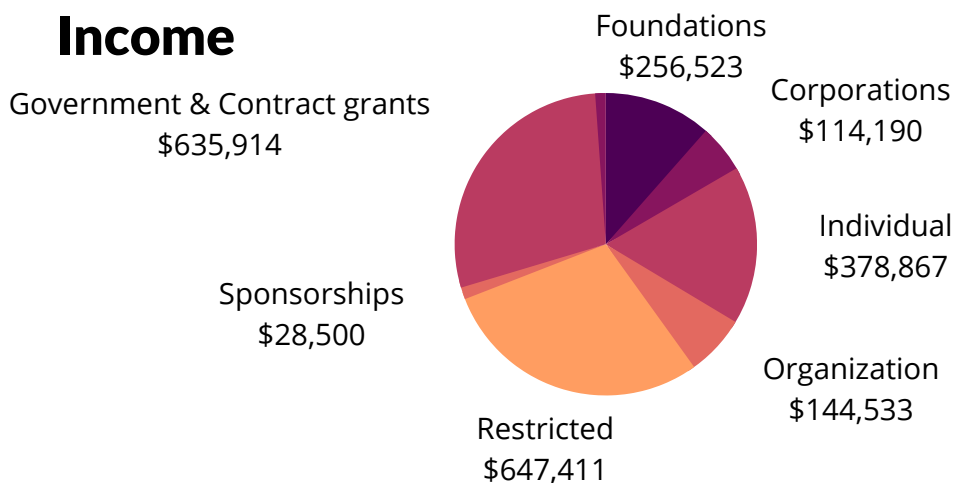
Property and equipment: **\$3,752**

Liabilities: **\$52,718**

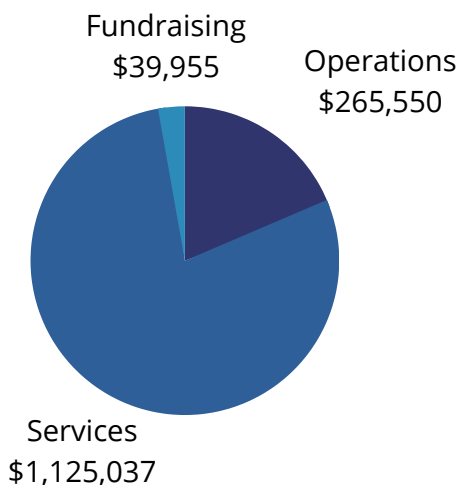
Total liabilities and net assets: \$2,262,213



Income



Expenses



*There will likely be changes to this distribution of expenses after our annual audit and review

2022 Impact Report

Social Education Engagement

Facebook:
5,870 followers
 (1,127 new)
188,428 total reach

Instagram:
3,956 followers
 (1,491 new)
38,493 total reach

LinkedIn:
822 followers
 (552 new)
81,164 impressions

TikTok:
194 followers
8,181 plays



Josie (they/them), 16



I support because the education, care, and community IOYS provides are critical for our youth, parents, and community partnerships. Coming out and living authentically should not be difficult or challenging in any way but most time it is and IOYS makes the world a better place.

— Sandy (she/they), donor



Donate today at
tinyurl.com/IOYSDonate

Sticks (they/them), 14

Donors

950 individual donors
832 first-time donors
2,306 individual gifts
116 major donors
 (gave over \$1,000)

Staff

Jessie Pocock (she/her), CEO and Executive Director - **Joy Armstrong** (she/they), Program Director - **Nico Wilkinson** (they/he), Development Director - **Liss Smith** (they/she), Communications & Advocacy Director - **Ryan O'Meara** (he/him), Operations Manager - **Cathy Gillis** (she/her), Executive Assistant - **Noelle Strait** (they/she), School Advocate - **Keeley Griego** (she/ella), Digital and Community Educator - **Alie Ehrensaft** (she/her), Program Manager - **Chris Beasley** (he/they), Program Coordinator - **Em Grotton** (they/he), Program Coordinator - **Chris Wade** (they/them), Clinician - **Skylar Kimble** (they/he), Peer Program Assistant - **Charlie Morales-Mitchell** (they/them), Volunteer Coordinator - **Leah Valentine** (she/her), Office Coordinator - **Ryan Miller** (he/him), Event Manager - **Misbah Lakhani** (they/them), Creating Protective Environments Intern

Board of Directors

Kathy Edwards, Board Chair (she/her) - **MacKenzie Campbell**, Treasurer (she/her) - **Chelsea Gondeck**, Vice Chair (she/her) - **Cody Logsdon**, Secretary (she/her) - **Marius Nielsen** (they/them/ella) - **Dom Angiollo** (he/him) - **Jeffrey Jensen** (he/him) - **Dr. Tre Wentling** (he/him) - **Joanna Nelson Rendón** (she/her) - **Joe Foecking** (he/him)



*Current staff & board at publication date

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Thank You
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& Kevin Kempton**



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Grantmakers, Foundations, Major Donors



**Building access, equity, and power with
LGBTQIA2+ youth since 1990**

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