Building access, equity, and power with LGBTQIA2+ young people, ages 13 to 24 since 1990.
FROM AN IOYS ALUMNI & STAFF MEMBER

Without Inside Out, I wouldn't know where I would be today. It has been so crucial to my development and growth as a queer person, and made up for the safe environments I didn't have growing up. I got trusted adults, resources, and support that I had never received in other places before. To say Inside Out changed my life is an understatement for how much this space has changed the future for the better, not just for me, but for every youth who comes through our doors. Skylar (they/he), 24

FROM OUR CEO AND EXECUTIVE DIRECTOR

Dear Supporters,

Like many of the young people at Inside Out, I tend to resist the binary. However, I find myself grappling with the best way to describe 2023 without it. 2023 was full of loss, devastation, grief, and fear. But it was also filled with community, resilience, kindness, and hope. Perhaps this is where the power of the spectrum lives – recognizing that to, as the Human Rights Campaign director Kelley Robinson (she/her) says, “get free,” we must contend that we aren't.

And yet, while 510 anti-LGBTQIA2+ bills were introduced in state legislatures last year, 232 LGBTQIA2+ young people showed up to Inside Out 3,285 times to build community and support one another. While in states with laws targeting LGBTQIA2+ people school hate crimes against LGBTQIA2+ students quadrupled, the efforts of our Pikes Peak Safe at Schools Coalition resulted in safer school policies for 23,304 students.

It isn’t that Inside Out’s young people aren’t impacted by the reality of hate, stigma, violence, and discrimination. It's that the impact of our programs, inside our community center and outside in their communities, helps support them through those impacts.

As you read this impact report, as you celebrate Inside Out’s young people, staff, volunteers, board members, and community, celebrate your contributions. We can’t do this alone. LGBTQIA2+ young people need us all more than ever. So come on, “let’s get free.”

Jessie Pocock (she/her)
PROGRAM IMPACT

2,686 in-person visits.

488 virtual visits.

Number of check-ins to each program:

1,653 Drop-in hours
254 Transformations support group
206 Smart Hearts
121 Qmmunity Resilience
29 Life Skills
72 Creative Expression
651 Rec Night
94 Pop Culture Club
69 Peer Advisors & Youth Leadership

673 clinical visits.

108 food deliveries.

872+ hours of services in the community center.

1,500+ total hours of services.
COMMUNITY CENTER ATTENDANCE & RETENTION

112 new visitors
232 total visitors
3,847 total visits

93% of participants indicate increases in healthy and supportive connections in the community.

89% of participants indicate increases in trusted adults in their lives.

90% of participants indicate increases in ability to identify healthy and unhealthy relationships.
**DEMOGRAPHIC INFORMATION**

Young people ages 13-17 are responsible for 70% of our visits to the community center.

32% of our young people identify as BIPOC.

59% of our young people do not identify with their sex assigned at birth.

19% of our young people are currently experiencing homelessness or housing instability.

32% of our young people identify as BIPOC.

**Race**

- White: 72.3%
- Hispanic/Latino: 10.1%
- African Black/African American: 7.4%
- Multiple races: 6%
- Native Hawaiian: 1.8%

**Gender Identity**

- Male: 18.5%
- Male Transgender: 6%
- Female: 17.7%
- Female Transgender: 5.6%
- Nonbinary: 15.1%
- Gender Fluid: 10.1%
- Female, Nonbinary, Other: 1.2%
- Transgender: 12.1%
- Other: 12.5%
TRANSPARENTING

202 parents and guardians in the TransParenting email group.

63 parent contacts at support group meetings.

ADVOCACY

23,304 students impacted by violence-prevention and policy advocacy efforts statewide and locally.

72 local organizations supported by IOYS through resource-sharing, policy consultation, partnership, advocacy actions, and more.

2,048 educators impacted by policy advocacy efforts and supported with resources around LGBTQIA2+ youth empowerment.
57 trainings & speaking events about LGBTQIA2+ identities and youth support, educating 2,143 adults.

80% of people trained reported learning how to have supportive conversations with LGBTQIA2+ youth.

100% of people trained reported gaining practical skills to empower LGBTQIA2+ youth.

100% of people trained reported understanding information and knowing where to access resources for LGBTQIA2+ youth.

53 active members of the Pikes Peak Safe at Schools Coalition, creating and sharing resources to support LGBTQIA2+ students and youth-serving adults.

439,883 reached on social media with education, events, and fundraising opportunities.

100% of people trained reported learning how to have supportive conversations with LGBTQIA2+ youth.
Financials

Statement of activity

<table>
<thead>
<tr>
<th>Description</th>
<th>Amount</th>
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</thead>
<tbody>
<tr>
<td>Total revenue from all sources</td>
<td>$1,892,932</td>
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<tr>
<td>Operating expenses</td>
<td>$1,846,275</td>
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<tr>
<td><strong>Net revenue</strong></td>
<td>$46,657</td>
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</table>

Statement of Financial Position

<table>
<thead>
<tr>
<th>Description</th>
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</thead>
<tbody>
<tr>
<td>Cash (unrestricted)</td>
<td>$1,902,440</td>
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<tr>
<td>Cash (temp. restricted)</td>
<td>$287,735</td>
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<td>Investments</td>
<td>$93,850</td>
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<tr>
<td>Accounts Receivable</td>
<td>$121,773</td>
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<td>Fixed Assets</td>
<td>$0</td>
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<tr>
<td>Other Current Assets</td>
<td>$15,699</td>
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<tr>
<td><strong>Total Current Assets</strong></td>
<td>$2,421,496</td>
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Liabilities

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<th>Description</th>
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<tbody>
<tr>
<td>Accounts Payable</td>
<td>$68,216</td>
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<tr>
<td>Other Current Liabilities</td>
<td>$83,359</td>
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<td><strong>Total liabilities and equity</strong></td>
<td>$151,576</td>
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Equity

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<th>Amount</th>
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<tbody>
<tr>
<td>Fund Balance</td>
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<tr>
<td>Net Revenue</td>
<td>$46,657</td>
</tr>
<tr>
<td><strong>Total Equity</strong></td>
<td>$2,269,921</td>
</tr>
</tbody>
</table>

Total income: $1,892,932

Total expenses: $1,846,276

*Based on preliminary financials for 12.31.23, pending 2023 fiscal audit.
**STAFF**

Jessie Pocock (she/her), CEO and Executive Director - Kerrie Lovins (she/her), Director of Finance and Operations - Angie Hackett-Larson (she/her), Director of Programs - Liss Smith (they/them), Communications & Advocacy Director - Stephanie Samora (she/her), Development Director - Cathy Gillis (she/her), Executive Assistant - Courtney Gonzales (she/her), Business Manager - Alie Ehrensaft (she/her), Program Manager - Nico Wilkinson (they/he), Development Coordinator (2023 Development Director) - Ryan Miller (he/him), Event Manager - Charlie Morales-Mitchell (they/them), Volunteer Manager - Alina Hecht (she/they), Outreach Coordinator - Keeley Griego (she/ella), Digital and Community Educator - Noelle Strait (they/she), School Advocate - Chris Beasley (he/they), Program Lead - Em Grotton (they/he), Program Coordinator - Moe Gatson (she/her), Program Assistant - Skylar Kimble (they/he), Peer Program Assistant - Misbah Lakhani (they/them), Creating Protective Environments Intern - Jaxon Hoskinson (he/him) - PFIP Fellow

Chris Wade (they/them), Clinician employed by YouthSeen Krystlynn Grundtner (they/them), Clinician employed by Peak Vista

**BOARD OF DIRECTORS**

Chelsea Gondeck, Chair (she/her) - Alana Lipscomb, Vice Chair (she/they) - Kathy Edwards, Treasurer (she/her) - Joanna Rendón, Governance Chair (she/her) - Edina Hanes, Secretary (she/her) - Danielle Redmond (she/her) - Dom Angiollo (he/him) - Heather Cloninger (she/her) - Jacob Merrihew (he/him) - Joe Currin (he/him) - Michelle Skarr (she/her) - Dr. Tre Wentling (he/him)

*Current staff & board at publication date*
Thank You

2023-24 SPONSORS

Thank You

2023-24 GRANT FUNDERS & FOUNDATIONS

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Thank You MAJOR DONORS

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Building access, equity, and power with LGBTQIA2+ young people, ages 13 to 24 since 1990.

THANK YOU

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