



IMPACT REPORT

20
23

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

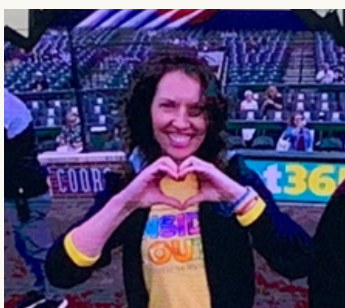
FROM OUR CEO AND EXECUTIVE DIRECTOR

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.

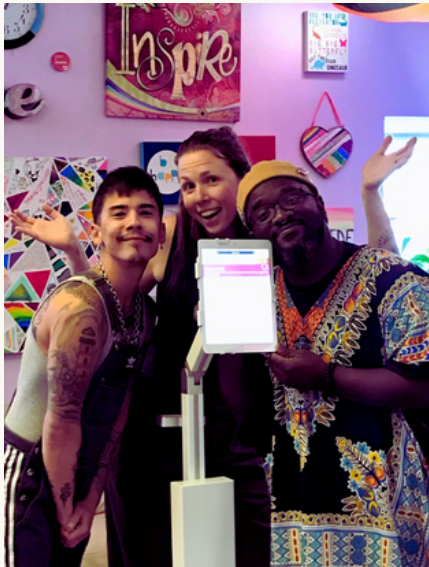
108
food deliveries.

872+
hours of services
in the community
center.



1,500+
total hours of
services.

COMMUNITY CENTER ATTENDANCE & RETENTION



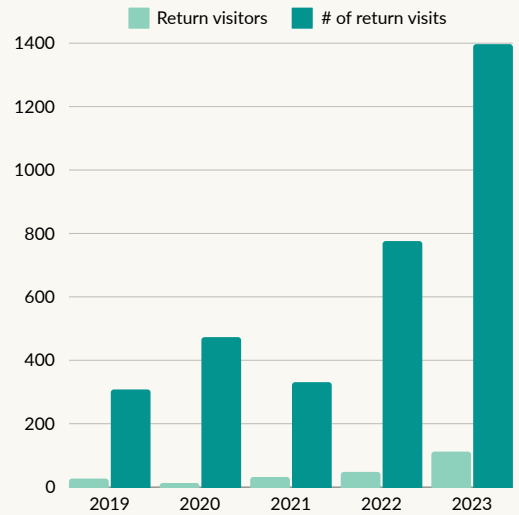
112
new visitors

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.

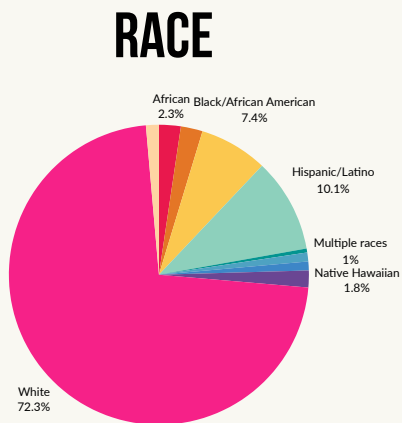
90%
of participants indicate increases in ability to identify healthy
and unhealthy relationships.

DEMOGRAPHIC INFORMATION

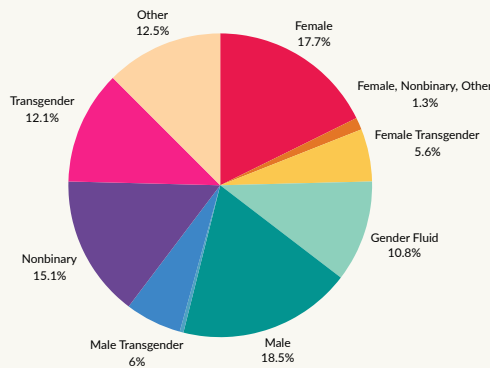
Young people ages 13-17 are responsible for 70% of our visits to the community center.



32% of our young people identify as BIPOC.



GENDER IDENTITY



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.



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.



TransParenting as
parade marshal
in the Denver
Pride Parade
2023 (left).



EDUCATION & OUTREACH

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.



FINANCIALS

Statement of activity

Total revenue from all sources	\$1,892,932
Operating expenses	\$1,846,275
Net revenue	\$46,657

Statement of Financial Position

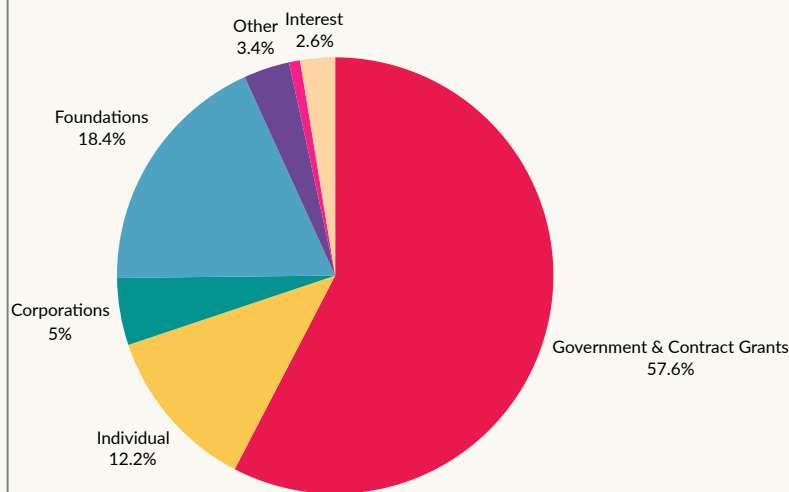
Cash (unrestricted)	\$1,902,440
Cash (temp. restricted)	\$287,735
Investments	\$93,850
Accounts Receivable	\$121,773
Fixed Assets	\$0
Other Current Assets	\$15,699
Total Current Assets	\$2,421,496

Liabilities

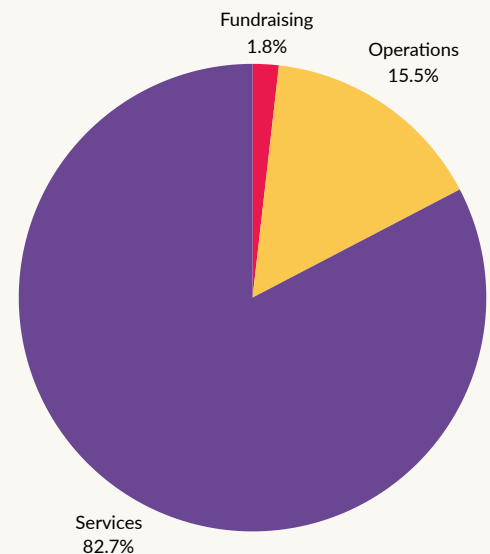
Accounts Payable	\$68,216
Other Current Liabilities	\$83,359
	\$151,576

Equity

Fund Balance	\$2,223,264
Net Revenue	\$46,657
Total Equity	\$2,269,921
Total liabilities and equity	\$2,421,496



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)

Thank You 2023-24 SPONSORS



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PICNIC BASKET CATERING COLLECTIVE

Colorado Behavior & Learning Group, The Colorado Trust, I Matter, Morgan Stanley Wealth Management, Peak View Behavioral Health, PFLAG Colorado Springs, University of Colorado, Colorado Springs

Thank You

2023-24 GRANT FUNDERS & FOUNDATIONS



Colorado Department of Public Health and Environment • The Colorado Information Analysis Center • Colorado Health Foundation • Division of Criminal Justice • Colorado Criminal Justice Reform Coalition • Colorado Health Foundation • Diversus Health • Kirkpatrick Family Fund • Colorado Community Health Alliance • Colorado Department of Public Safety • The Denver Foundation • Castaways Foundation • The Colorado Health Foundation • Caring for Colorado Foundation • Denver Broncos Foundation NFL Foundation • Kirkpatrick Family Fund • Mesara Family Foundation Cobalt Foundation • Ceres Foundation • Horizons Foundation • The Progressive Insurance Foundation • CenterLink • Joseph Henry Edmondson Foundation • Saponas Foundation • The Denver Foundation • Starbucks Foundation • WAG Fund - Pikes Peak Community Foundation

Thank You
MAJOR DONORS



Danielle & Andrew Redmond • Melanie Lindsay-Brisbin • Scott McKeever • Eschenback Provan 2018 Charitable Trust for Sydney Provan • Clay Taylor Fund of Pikes Peak Community Foundation • T.Rowe Price Foundation, Inc. • The Rubel-Holgate Family Fund • Colorado For All - Office of Gov. Polis • High Plains Church • Pikes Peak Community Health Partnership • Pikes Peak Community Foundation • ACLU Foundation of Colorado



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THANK YOU



(719) 328-1056



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