

the center

2014

ANNUAL REPORT

Advancing
LGBT Colorado



2014: ADVANCING LGBT COLORADO

A Message from the CEO of The Center

CENTER STAFF

Chief Executive Officer: Debra Pollock
Chief Operations Officer: Kelly Nichols
Development Director: Karen McCleery
Development Associate: Cassie Parkhurst
Events Manager: Heather Camerer
Facilities Coordinator: Stephanie Portillo
Grant Writer/Communications: Melody Glover
Healthcare Enrollment Program Manager:
Clayton Scherf
Healthcare Enrollment Guide: Kelly Marujo;
Rachel Gips (Fmr.)
Legal Director: Mindy Barton (Fmr.)
Marketing & PR Manager: Rex Fuller
Northern Colorado Site Coordinator:
Abigale Grace (Fmr.)
Rainbow Alley and Youth Services Director:
Nadine Bridges; *Cory Barret (Fmr.)*
Rainbow Alley Youth Engagement Coordinator:
Lynnette Schweimler
Rainbow Alley Youth Program Lead:
Ben Schweitzer
Rainbow Alley Youth Program Associate:
Xander Fager
Rainbow Alley Youth Program Manager:
Crystal Luce (Fmr.)
Receptionist Coordinator: Shawan Turner
SAGE of the Rockies Program Manager:
Reynaldo Mireles
SAGE of the Rockies Care Coordinator:
Johanna Glaviano
Transgender Program Manager: Courtney Gray
Vice President, Finance: Matt Padilla
Volunteer Manager: Juli German

It seems that every day, the news is filled with stories about the LGBT community's efforts to secure greater acceptance in everyday American life. Nationally, 2014 was a year of remarkable change for our community. On a local level, our community saw similar strides as The Center worked to fulfill its mission to engage, empower, enrich and advance the LGBT community of Colorado.

Last year, President Obama signed an executive order banning federal contractors from discriminating based on sexual orientation and gender identity. However many people continue to face discrimination in areas of employment and housing. At the local level, The Center's Legal & Advocacy Program fielded over 300 appeals to our free Legal Help Line from individuals seeking help with issues of unfair treatment in the workplace and public accommodations.

Under the Affordable Care Act, Colorado became one of six states requiring insurers to cover transgender medical needs. At The Center, our Certified Health Coverage Guides helped over a thousand people, including many people from Colorado's transgender community, find appropriate and affordable healthcare. The Center's Transgender Program worked with the Colorado Department of Public Health and Environment, the University of Colorado Anschutz Medical Campus and ONE Colorado to create the nation's first state-level study of transgender behavioral health, a landmark study that will help our community for decades to come.

Last year was one of heightened visibility for LGBT people in all walks of life in the U.S. Michael Sam was famously the first publicly gay player to be drafted by the National Football League. Tim Cook, the CEO of Apple and one of the most powerful leaders in the business world, came out as gay in October. Transgender actress Laverne Cox appeared on the cover of Time magazine. In Denver, The Center's signature event, Denver PrideFest, attracted record numbers of attendees supporting the LGBT community and encouraging everyone to express their individuality.

However, there is still much work to be done and The Center continues to play an important role in advancing LGBT issues. Our transgender community members continue to face social stigma in healthcare, housing and employment and are disproportionately affected by societal violence. LGBT youth continue to flock to Rainbow Alley seeking a safe refuge from the pressures of finding acceptance in school and their own families. LGBT elders seek out The Center where SAGE of the Rockies offers support groups, social opportunities and community. Every year, The Center strives to create programs that address these needs in meaningful ways. We thank you for your continuing support to help The Center achieve this mission.

Debra Pollock
Chief Executive Officer

PLANNING A BRIGHT FUTURE

A Message from the Board of Directors



Every three years, the board and staff of The Center along with a broad cross-section of Colorado's LGBT community dives deep into the life of our organization to plot a strategic direction for the organization. This past year, the board approved a strategic plan that will guide our programming and growth for the next three years.

The pillars of this strategic plan are based on six core principles: community-based program development, strategic partnerships with other organizations aligned with our goals and mission, leadership development for our staff, volunteers and community, effective communication and use of information technology, and financial stability. Based on The Center's performance in 2014, we feel we are well on our way to fulfilling the promise of our strategic plan.

During 2014, more than 40,000 people turned to The Center to participate in community-based programs serving people from across the spectrum of the LGBT community. Rainbow Alley, The Center's program serving youth ages 11 to 21, is flourishing under new leadership and new energy. Within the last few months, the Alley has tripled its attendance. Our SAGE of the Rockies program continues to find innovative ways to serve Colorado's elder population. In 2014, Transgender Program Manager Courtney Gray was honored with an invitation to the White House to salute her widely-respected work with the transgender community.

The Center thrives because of our work with fellow non-profits, business partners, and other strategic partnerships. For example, last year our Family Program worked with the Denver Museum of Nature and Science and other groups to create fun, safe activities for LGBT families. SAGE of the Rockies is working with a wide range of programs to create Capitol Hill Care Link, our new program designed to help elders age in place.

Last year, the board of directors welcomed seven new members, each bringing unique talents and relationships to our governance. Our invaluable volunteers logged more than 17,000 hours in service to The Center and our community.

Our research indicates that the Colorado community relies on The Center as a source of trusted information about LGBT issues. Whether in person or online, The Center regularly refers individuals from across the region to LGBT-friendly resources. Last year, our social media reached more than 6.6 million users.

None of this would be possible without your loyal support, for which we are continuously grateful. Thanks to groups such as the Women's Giving Circle, the Roy G. Wood Legacy Circle, our annual donors, foundation and corporate support, we continue to build The Center's financial capacity and plan for a stable future. As we move boldly into the future and fulfill the promise of our strategic plan, we thank you for your support and look forward to welcoming you to our safe and caring spaces at The Center.

Karen Jessey
Board Co-Chair

Jay Seller
Board Co-Chair

BOARD OF DIRECTORS

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2014: THE YEAR IN REVIEW

What a year it was!



According to the Associated Press, in 2013 only nine states and the District of Columbia issued marriage licenses to same-sex couples. Thirty states banned same-sex marriage explicitly. By the end of 2014, the statistics were almost reversed: 15 states restrict marriage to one man and one woman and 35 states, including Colorado, are issuing marriage licenses to same-sex couples. According to the Human Rights Campaign, 64% of the U.S. population now lives in a state with marriage equality protections.

The rate of cultural change we are currently witnessing is truly remarkable. As 2014 came to a close, it's has been a good time to review the numbers and reflect on how far the Center has come and look forward to an exciting future. "From day one, The Center's main service was helping people come out," said Phil Nash, The Center's first paid staffer in 1976. In the early days, people came for support

groups, meetings and to visit the free library. "People called, people dropped in—often after walking by the building a dozen times to build up their courage," Nash said.

Today, over 40,000 people visit The Center annually. People from across the socio-economic spectrum participate in Center programs and come from across the Denver metro area to visit. People still use the free library, but now they also come to visit the free cyber center. People participate in programs serving the transgender community, youth, seniors, and families. More than 400 people used The Center's free legal help line to resolve legal questions. About 12% of visitors attended a Center program for the first time, many still working on the process of coming out.

One of the most active programs at The Center is SAGE of the Rockies. SAGE stands for "Services and Advocacy for GLBT Elders." About 27% of the visitors to The Center come to participate in a SAGE program such as health and wellness activities, free art workshops, coffee groups and lunch and learn events. The SAGE Friendly Visitor Program grew dramatically in 2014. Designed to offer friendship and companionship to elders isolated by health issues either in their homes or in care facilities, the Friendly Visitor Program has become an active program drawing new clients and volunteers.

The Center created a new program serving seniors in 2014 as well. Capitol Hill Care Link is designed to help elderly Capitol Hill residents remain in their own homes. "This program is based on a concept known as a 'naturally occurring retirement community,'" said Debra Pollock, CEO of The Center. "Instead of needing to go to a nursing home, this program will bring services to residents in their own homes so they can remain an active part of our community." Capitol Hill Care Link is already connecting elders to services such as in-home healthcare, meal services, in-home repairs, transportation and other referrals. (For more information, visit glbtcolorado.org/sage or call 303.951.5228.)

The Center's youth program Rainbow Alley saw a renaissance in 2014. Under new leadership, LGBTQ youth and their allies are visiting The Center to make new friends and find support. "We are excited about some of the new programs we're developing," says Rainbow Alley Director Nadine Bridges. "We are starting a new six week partnership with Swallow Hill Music where young people can come to The Center to learn to play the ukulele! We are continuing our Fun Fridays and other great programming for youth ages 12 to 21. And we're already in process of planning Stepping Out, our summer youth academy. It's a very exciting time to be at The Center."

"The Transgender Program assists many transgender Coloradans each year in living their true selves," says Courtney Gray, Trans-

gender Program manager. “It’s really important work that saves lives. Funding for programs like this is very difficult to come by.” In addition to support groups for those questioning or exploring their gender identity, The Center also holds a twice-yearly job fair that provides the trans community with access to inclusive employers looking to hire qualified workers. “It’s exciting when we find employers who are able to look past gender identity and see the skills and talents a trans employee can bring to the workplace,” Courtney says.

The Center’s Board made a difficult decision at the end of 2014. Following the closure of the Lambda Community Center in Fort Collins, The Center began administering the northern Colorado office beginning January 1, 2012 as a pilot project with the goal of securing funding in the community to support an ongoing presence serving the northern Colorado region. Unfortunately, funding for such a project proved scarce. At the same time few people in the community participated in The Center’s programming. Center CEO Debra Pollock discussed the difficulties in maintaining a satellite agency from a Denver-based organization. “It seems evident that a community center in northern Colorado would be more meaningful if it was a Fort Collins-based organization,” she said. “We are very grateful to everyone in the Fort Collins and northern Colorado communities who worked so hard on this project. Staff and community volunteers made tremendous efforts to make The Center Northern Colorado successful.” The Center’s northern Colorado office closed at the end of 2014.

The GLBT Community Center continues to build on a proud legacy of serving the LGBT community. “Next June Denver PrideFest will celebrate its fortieth anniversary,” Pollock remarked. “The Center was founded shortly after that first gay pride parade in 1975. It is amazing to think that The Center has been an advocate for LGBT rights, a resource for education and a service provider for our community for nearly four decades. As we get ready for this important milestone, I think we can look back and recognize that we have a lot to celebrate.”



ROSE COMMUNITY FOUNDATION

“Nondiscrimination is an important value to Rose Community Foundation. The Foundation seeks partnerships that benefit all members of our community and helps Denver become a better place to live. Rose Community Foundation is proud to have supported The Center since 1999.

“The Foundation’s most recent grant supports the Naturally Occurring Retirement Community (NORC) service model which engages older adults in decision making about the services they wish to receive to ‘age in place.’ The Center’s growing connection to LGBT elders and elder service providers places it on the leading edge of issues related to LGBT aging, and as such, is the most appropriate leader for the development of a NORC in the Capitol Hill area.

“Rose Community Foundation is proud to support The Center’s work to serve the growing number of LGBT elders in our community as it serves all ages and advocates for equality.”





VOLUNTEERS

Making a difference



The benefits of volunteering are numerous. Just ask any of the more than 500 volunteers who give the gift of their time to The Center each year. “I love being a part of an organization that’s purpose is to bring hope, encouragement, and dignity to others,” said Cyrano Kolva, Data Entry Volunteer.

“It’s important for me to volunteer because when I needed help there were strong transgender women that I could call on, and now that I have the experience, I feel like it’s my turn to give back to the community,” according to Kallie Winners who volunteers with The Center’s Transgender Program.

Front Desk and fundraising volunteer AJ Idol says “Volunteering continually teaches me something new about people, about cooperation, about compassion, and about myself.”

From providing administrative and program support to helping with events like The Center’s Summer Happy Hour series and Denver PrideFest, The Center’s volunteers are the glue that holds the organization together.

In 2014, dedicated volunteers contributed 17,344 hours to The Center. Front desk volunteers collectively gave almost 4,000 hours of their time to assist visitors, answer phones, and provide information about the LGBT community. The Center’s Board of Directors contributed 600 hours helping to manage the organization and plan for the future. Program volunteers in Rainbow Alley, SAGE of the Rockies, the Transgender Program, Family Program, and Legal & Advocacy donated more than 3,200 hours. The Volunteer Street Team provided outreach to 2,850 people and it was a record-breaking year for Denver PrideFest with 3,500 volunteer hours worked.

Volunteer opportunities are available throughout the year and new volunteer orientations are held monthly at The Center.



17,344

Total volunteer hours worked in 2014



2,850

People reached by
The Center’s Street Team



4,000

Volunteer hours worked at
The Center’s front desk



2014 VOLUNTEER OF THE YEAR

John White



John brought some amazing and much needed skills to The Center in 2014. In addition to his knowledge of event planning, John’s talents as an entertainer were a key to our successful fundraising efforts and his customer service skills are impeccable! John volunteered for every fundraising event in 2014! He MC’d for Jokers, Jewels and Justice. John spread the word about our programs at our Rooftop Happy Hours. He played a critical role as our Coordinator for our VIP area at Denver PrideFest. He also was a fabulous auctioneer at Rainbow Alley’s Sweet 16 Soiree. John is a shining example of how to engage, empower, enrich and advance the LGBT community in Colorado.

DENVER PRIDEFEST

Breaking records and barriers



“Denver PrideFest has become one of the largest annual festivals in the state,” says Debra Pollock, CEO of The Center. The 2014 event was one of the largest in its nearly 40 year history. “Our official attendance figures indicate that this year’s celebration attracted 365,000 people, up over our original projections of 325,000.”

Denver PrideFest has an annual estimated \$25 million economic impact on the City and County of Denver. “In addition to spending at the festival, participants generate dollars for businesses throughout the community, including parking, hotel stays, restaurant visits, party attendance, retail and more,” Pollock said. The CoorsLight PrideFest Parade was largest on record with 145 entries, attracting an estimated 140,000 spectators with an approximate running time of two hours and fifteen minutes.

The Festival also has a huge personal impact on the community. Ken is 80 years old. Sam is 18 years old. Neither man knew each other when they both signed up to volunteer at PrideFest—and both were attending PrideFest for the first time. When they first signed in at Volunteer HQ, both men were not quite sure about what they had gotten themselves into. But after a short while, they started a conversation and learned that this was a first for both of them. Both men had decided that going to PrideFest as a volunteer felt better than simply attending as a patron. After 10 minutes or so of chatting it was obvious they had eased each other’s minds. Ken said, “I don’t know anyone in my community and hoped that this would help me connect with other gay men and become more active in my community.” As Ken and Sam went their separate ways they carried with them a new sense of acceptance.

Denver PrideFest is The Center’s largest annual fundraiser. According to festival manager Carol Hiller, Denver PrideFest vendor space sold out ten days earlier than ever before. “We had a total of 245 vendors this year. We received a total of 325 applications. The number of applications increased by almost 10% this year.” Hiller noted that vendors came from 20 different U.S. States.

Denver PrideFest is supported by a host of sponsors who make the festival possible each year. “We are so fortunate that in 2014 so many businesses and organizations saw the benefit of sponsorship of Denver PrideFest,” Pollock said. “A record 30 sponsors signed up to support the Center this year.” Major support for Denver PrideFest came from At The Beach, Coors Light, Smirnoff, Xfinity and Wells Fargo. Denver PrideFest was sponsored by Alice 105.9, American Family Insurance, Babes Around Denver, Barefoot Wines, CH2M-Hill, Chipotle, The Clinic, The Curtis Hotel, Denver Film Society, Denver Gay and Lesbian Chamber of Commerce, Eldorado Natural Spring Water, Frontier Airlines, Get Your Gay On, Kaiser Permanente, Out Front Colorado, Noble Energy, Northglenn Ambulance, Quest Diagnostics, Scion, State Farm, Tony’s Market, United Airlines, Visit Denver, Westword and We The People Clothing.



365,000

2-day festival attendance



300

Total PrideFest volunteers



\$25 million

Estimated economic impact



2014 PRIDEFEST VOLUNTEER OF THE YEAR

David Garcia

David Garcia has been volunteering with The GLBT Community Center of Colorado for 10 years now. Starting at the front desk, David quickly demonstrated his ability to be a jack of all trades and rose to be one of our excellent PrideFest production volunteers. He currently serves on our PrideFest committee and this year became our Quadrant Manager, sharing his skills and knowledge with our entire team. “David is a one-of-a-kind asset to our community,” said Heather Camerer, Center Events Manager. “We thank him for sharing his amazing energy, and keen eye for events as well as making sure we are all safe during Denver’s LGBT Pride celebration.”



TRANSGENDER PROGRAM

Creating change in Colorado



The Center's Transgender program works hard to make sure transgender and gender non-conforming individuals have access to the programs, resources, and services they need to live successfully. More than 790 people attended one of our weekly support groups at The Center. These groups are designed to give transgender individuals, their families, and loved ones a safe place to gather, share their experiences, and learn from one another.

Meaningful change for any community first requires a shift in culture and understanding. To facilitate this type of change, The Transgender Program strives to educate and inform the community at-large about who transgender people are and the needs of this diverse population. The Transgender Program conducted information and training sessions with a variety of organizations across the metro-Denver area on best practices for interacting with and providing care for transgender citizens. Among the participating organizations in 2014 were the Denver Police Academy, the Department of Justice Community Relations Service, and Rose Family Medicine. In total, 768 community members attended presentations on transgender inclusivity.

Through partnerships with the Colorado Department of Public Health and Environment, the University of Colorado Anschutz Medical Campus and ONE Colorado, the Transgender Program released a study on behavioral health called *Transparent: The State of Transgender Health in Colorado*. This study was the first state-level study in the country and provided enlightening information on transgender Coloradans. The study found that transgender Coloradans are nearly twice as likely to have a college degree than the general population yet are also twice as likely to be unemployed. Of those that are employed, nearly 50% earn less than \$25,000 per year.

To help transgender community members find meaningful and lasting employment with inclusive employers, The Center's Transgender Program hosts a semi-annual job fair. More than 80 LGBT job-seekers attended job fairs at The Center last year, connecting with employers like Home Depot, Lockheed Martin, Marcos Pizza, Nationwide Insurance, Jefferson Center for Mental Health, Denver Health and Tony's Market.



790

Attendance at Transgender Support Groups



768

Attendance at Community Presentations



418

Vetted Participants in Transgender Health Survey



2014 VOLUNTEER OF THE YEAR

Rebecca



Rebecca started coming to The Center to attend our transgender support groups. She quickly recognized the importance in our transgender support groups and what a huge difference it made in her life. Rebecca completed our facilitator training so that she could assist in helping others who attend the support groups. Rebecca is a valued and dedicated volunteer who gives back to our community. We are grateful for her experiences and knowledge.

SAGE OF THE ROCKIES

Aging in community

SAGE of the Rockies, an affiliate member of the nationwide organization SAGE (Services and Advocacy for GLBT Elders) network, is the fastest growing program at The Center, undoubtedly due to the wide array of opportunities available for our elder community members. SAGE offers health and wellness activities, including wellness clinics, yoga and qi gong; social outings and coffee talks; art lessons and a storytellers' group; Lunch and Learn sessions on topics such as employment and healthcare; and counseling and support groups for those in need.

More than 3,500 visits were made to the SAGE program during 2014. More than 1,000 aspiring elder artists and storytellers met for the Open Art Studio and Telling Your Story Project. Over 700 SAGE elders participated in community social and cultural events. More than 600 health-conscious elders participated in wellness activities. More than 200 elders participating in community education activities and presentations at The Center.

The SAGE Friendly Visitor Program, offered in partnership with AmeriCorps, connects LGBT elders residing in care facilities with volunteer companions for weekly visitation. Over thirty volunteers made more than 850 visits to care facilities during 2014. Capitol Hill Care Link, the newest expansion of SAGE, helps elders remain in their homes longer through the delivery of supportive services, including home repair, transportation, and referrals to LGBT-friendly providers. Capitol Hill Care Link's initial funding was provided by a grant from Rose Community Foundation.



235

Elders who participated in education activities at The Center



745

SAGE elders participated in community social and cultural events



663

Health-conscious elders participated in wellness activities



SAGE OF THE ROCKIES VOLUNTEER OF THE YEAR

David Blackburn

David Blackburn is the founder of MyNobleCareer a company whose mission is to help students, recent grads, and all "good job" seekers find noble careers. David earned an MBA from Northwestern University, Kellogg Graduate School of Management. He has several years of experience in sales, management, training, facilitation, coaching and consulting. In 2014, David dedicated several volunteer hours to SAGEWorks, an employment program for adults 40+. David has a keen ability to encourage participants' self-discovery of their strengths, self-advocacy and the development of natural and community supports to find their next dream job.



RAINBOW ALLEY

Supporting LGBTQ youth

Offering programs and services for ages 12-21, Rainbow Alley prides itself in being a drug-, alcohol-, tobacco-, and hate-free space where youth can explore and develop their own unique identity. Rainbow Alley youth have the opportunity to participate in educational and recreational activities that are designed to support and encourage individuality, self-esteem, and respect for themselves and others.

These activities include Stepping Out, a career exploration program; Dinner and a Movie; and Fun Fridays, a rotating night of board games, karaoke, or amateur drag performances for Rainbow Alley peers. Rainbow Alley also provides counseling and referrals for youth and their families and works with area schools and Gay-Straight Alliances to provide education and training on topics such as coming out, safer-sex, and suicide-prevention.

Hundreds of youth from across the metro area visited the Rainbow Alley space in 2014. Nearly 150 youth received gifts and a holiday meal from “Queer Santa” during the annual Holigay event in December.

In 2014, Rainbow Alley celebrated its 16th anniversary as the only LGBTQ youth drop-in center in metro-Denver. This historic occasion launched the beginning of a revitalization for Rainbow Alley, which has included improvement to the drop-in space and the addition of new and exciting youth-led programming. The Center engaged Nadine Bridges, MSW, as the new Director of Youth Services and Rainbow Alley.



13%

Of youth participants said that they experienced homelessness during the year



70

Youth enjoyed a hot meal through the Dinner and a Movie/Conversation program



75

Youth participated in vocational related programming through Stepping Out and 5 youth found jobs as a result

2014 RAINBOW ALLEY VOLUNTEER OF THE YEAR

Patrick Brown



Patrick Brown has lived most of his life in Colorado. He studied Film and Television at NYU. He started volunteering in March of 2002 after 9/11 when he decided he needed to do something more constructive to give back to the community. He heard about Rainbow Alley, walked in one day, and filled out the application and started at the space that was then behind Planned Parenthood. He has been with the Alley almost every Wednesday since then, through two moves to the latest location. He loves volunteering because he continues to find the youth inspiring and never stops learning from them.

LGBT FAMILY PROGRAM

Creating a warm welcome



Strong, stable, secure families form a solid foundation for the growth and success of all family members; yet, LGBT parents and parents of LGBT children often find themselves without good resources and opportunities to help them best take care of their families. The Center's Family Program provides a safe, welcoming way for LGBT parents, children, and those contemplating parenthood to meet and learn from one another or just to have fun. In addition to providing information and referrals, the program offers free or low-cost activities for families with children under 12 to enjoy together.

The Center's Family Program was informally established in 2013 to meet the community's interest in more inclusive family-friendly programming. The program was formalized in 2014, under the direction of Juli German. Juli concurrently manages our Volunteer Program and, as a mother of twins, knows the importance of family-oriented programming. "The Center's LGBT Family Program is a social program geared towards helping LGBT Families connect with each other to build the village it takes to raise our children in a healthy supportive environment."

The Center's Family Program identifies safe places within the community, including businesses and other organizations, where LGBT families are welcome. Last year, the program held a meet-and-greet at Pizzeria Locale; hosted the Frontier Airlines Family Area, offering fun and engaging children's activities at Denver PrideFest; and invited everyone out for the Fun in the Sun Family Picnic in Denver's City Park. The Denver Museum of Nature and Science co-hosted a LGBT Family Day in November, which was attended by 75 people. LGBT Family WinterFest in December gave parents the opportunity to have holiday photos taken for free while children delighted in a visit from Santa and created their own crafts. More than 150 people attended this event.



5

Number of family-friendly events in 2014



75

Attendance at Fun in the Sun Family Picnic



150

Attendance at LGBT Family WinterFest



2014 COMMUNICATIONS VOLUNTEER OF THE YEAR

Aileen Gaumond

Aileen Gaumond is the communications volunteer of the year for all her hard work on our video projects created in association with Denver Open Media. In addition to the expertise she brings to the project because of her graphic arts and photography talents, Aileen has taken classes and learned lots of new skills to contribute to our video projects. She has also dedicated hundreds of hours to shooting and editing video projects.



LEGAL & ADVOCACY PROGRAM

Advancing civil rights



The Center's Legal & Advocacy Program is the only legal project in Colorado dedicated solely to the equality and dignity of gay, lesbian, bisexual and transgender people and those with HIV. The Legal & Advocacy Program accomplishes its mission through a Legal Help Line, public outreach and education, and policy work.

The Center's Legal Help Line is available 24 hours a day, 7 days a week, and is staffed by volunteers from Denver's legal community. Calls to the Legal Help Line may involve discrimination and harassment; however, more often volunteers field calls related to estate planning for gay or lesbian couples, landlord/tenant disputes, criminal problems, employment and labor matters, personal injury and torts, or bankruptcy. Advice may be provided but more commonly, callers are referred to an attorney or resource agency from a list of providers with experience serving LGBT individuals.

In 2014, 325 people reached out to The Center's Legal and Advocacy Help Line for information or referrals to LGBT-friendly attorneys and 636 concerned citizens attended a community panel discussion or presentation on topics such as marriage equality, employment rights, voter education, and estate planning.



325

People requesting referrals through the Legal Help Line



171

Number of attorneys on Legal Help Line referral list



981

Total attendance at trainings during 2014



MARRIAGE EQUALITY COMES TO COLORADO

The Center's Legal and Advocacy Program worked alongside other advocacy organizations, attorneys, and community members to ensure marriage equality in Colorado and provided key public awareness and education statewide on why marriage matters to all loving, committed couples – gay and straight alike. In October, after a battle that spanned several years in the State Legislature and inside numerous courtrooms, same-sex marriage became legal in Colorado when the U.S. Supreme Court decided not to review same-sex marriage cases. By the end of the year, same-sex marriage was legal in 36 states.

SUPPORTING THE CENTER



WOMEN'S GIVING CIRCLE

Wendy Pobirk has been a supporter of The Center since 2011 when she and her partner Ann Marie Kjerland made a gift to the capital campaign. Since then, Wendy has been a loyal supporter of the Women's Giving Circle. "As a member of the LGBT community, I want to make sure that organizations like The Center thrive," says Wendy. "Part of their success depends on adequate funding and volunteers." Wendy supports The Center financially "to help ensure that the programs offered by The Center reach as many folks as possible, especially our youth, and that takes funding." She also helps long-time Rainbow Alley champion Linda Warren with fundraising and other preparation activities for the youths' annual Christmas party.

Wendy's hands-on involvement with the Women's Giving Circle and Rainbow Alley "has opened up many doors for me personally, I've met some very wonderful and courageous individuals, and I've learned more about what The Center has to offer our community. It's been a very rewarding experience." Wendy feels strongly about giving back to the community and encourages others to find something that they are passionate about and just "jump in."



ROY G. WOOD LEGACY CIRCLE

"When we first moved to Denver in 1990, we looked to the LGBT community and The Center to make friends," said Ray O'Loughlin. "We've always been involved in gay groups for social and professional contacts and for political involvement. In 1992, The Center was there in the wake of Amendment 2, providing help to many. The Center represents us in the greater community. The Center and the community have always been part of our lives and we want to see its presence and support maintained for others."

"We've always made a priority of supporting local LGBT organizations, and feel that The Center is the premiere local group that must thrive," said Ray's husband Jamie Henderson. "The Center is well-managed and we feel our contributions are responsibly spent. When the new Colfax building was bought, we pledged to the capital campaign to be sure we would have a permanent home."

Jamie and Ray want to support the future of The Center and have both remembered the organization in their estate plans. "We need to be sure that The Center's important programs such as Rainbow Alley for youth, SAGE of The Rockies for elders, and PrideFest, are sustained," they said. "It takes money to maintain the Center and its proud face on Colfax Avenue. While many members of our community cannot afford to give, there are also many who are financially blessed and have benefitted from the gay movement. We believe the LGBT community must be sure to take care of its own and should give generously to our local causes! We need to maintain our voice in the larger community."



THE STONEWALL GARDEN

Northern Colorado Old Lesbians Organizing for Change is a group of 75 lesbians residing in areas from Colorado Springs to Estes Park and Evergreen to Commerce City. All of the members are over 60 years of age, and most are retired professionals. Cindy Bear, who with her partner serves as the "communication center" for Colorado's OLOC chapter, says that the women "are of a different generation and really appreciate all The Center has done to help promote awareness and acceptance of our community." Without financial support, The Center "wouldn't be able to keep going. They provide a great service, and the addition of the SAGE of the Rockies program has been a real plus."

OLOC makes an annual commitment to the Rainbow Alley Christmas program for LGBT youth, and additionally, the chapter chooses a different charity each quarter to support. The fourth quarter of 2014, the chapter made its single largest gift to be divided equally between SAGE of the Rockies and The Center's general fund.

As part of their support, Northern Colorado OLOC chapter has donated a brick for The Center's Stonewall Garden in honor of Kathy Glass (1932 - 2014) and Carmah Lawler, partners for 35 years. These two women have been mentors for equality to all they meet, important participants in the development of Project Visibility, longtime members of Northern Colorado OLOC, and staunch advocates of The Center and SAGE of the Rockies.

THANK YOU DONORS

2014 ORGANIZATIONAL SUPPORTERS

Thank you to those businesses, foundations and organizations who support The Center. For more information about how your business can benefit from a charitable relationship with The Center, please call 303.951.5215.

\$100,000 + Gill Foundation

\$75,000 + Anonymous

Colorado Health Benefit Exchange
The Jay and Rose Phillips Family Foundation of Colorado

\$25,000 +

City and County of Denver
Community First Foundation
Diageo Reserve Brands, Pinnacle Distributing
Rose Community Foundation
Mel Wolf Foundation

\$15,000 +

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The Jay & Rose Phillips Family Foundation of Colorado has been a strong ally of Rainbow Alley and The Center for the past 15 years, providing the steady support needed to develop staff and grow programming. The Foundation honors the legacy of founders Jay & Rose Phillips by continuing the Phillips family tradition of sharing resources for the public good and by exercising leadership and flexibility in responding to emerging community needs. The foundation has been deeply committed to LGBT equality ever since the passage of Colorado's Amendment 2 in the early nineties when anti-LGBT discrimination became so horribly evident. By supporting Rainbow Alley, the foundation encourages youth participants to embrace the values of founder Jay Phillips: self-respect, love and respect for others, the courage to advocate, and the ability to work toward genuine understanding among all the diverse people of our community.

ROY G. WOOD LEGACY CIRCLE

Thank you to these individuals who have remembered The Center in their estate plans. For information about joining the Roy G. Wood Legacy Circle, please visit gltcolorado.org/give or call 303.951.5204.

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IN HONOR GIFTS

The following made gifts in honor of friends, family and civic leaders. To make a gift to The Center in honor of a significant person or event, please visit gltcolorado.org/give or call 303.951.5220.

In Honor of Christopher
from Marla Williams

In Honor of Dede Frain from Lloyd Family

In Honor of Denis Gerdes and Charlie Garretson from Carol Copping & Hummel Household

In Honor of Drake from House For All Sinners and Saints

In Honor of Eileen from Dede Frain

In Honor of Fern from Kay Gilchrist

In honor of Glenn Barrows and Eddy Carroll from J. Cameron Morgan

In honor of Jay Seller from Heather Taussig

In Honor of Jean Foley from Anne White

In Honor of Jena Spahr and Michelle Neener from Briana Witteveen

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In Honor of Liz Starrs and Lorriane Parker from Bruce Kaye, Damour Household,

Edward D. Bronfin, Ellen Fitzgerald, Rox Robertson Household, Jaynee Leventhal, Lisa Gidday, Michael Mihm, Palmquist and Hoskins Household, Phoebe Busch, Tobias Household & Young Stevens Household

In Honor of Mark Kraft and Garth Criswell Wedding from Barb Van Hare

In Honor of Marla from Ann Pidgeon

In Honor of Michael from Timothy Greer

In Honor of Michael Koechner from Rose Geary

In Honor of Pat from Waldron and Weiss Household

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In Honor of Serena Castillo from Logan Halliburton, Karen Maginn, Bryant and Swale Household, Johnson Household, Ghezze and Kidane Household & Travis Defensor

IN MEMORY GIFTS

The following made gifts in memory of individuals who passed during 2014.

In Memory of Andrew Conrad from Anny Randel, Brandi Ireland, Ron Ochoa, Renee Hanson, Doris Rohling, Kerrie Dreher, Teresa Roche & Jill A. Higham

In Memory of Annouk W. Ellis from Anonymous (3), Hodges Household & Genasci Household

In Memory of Brittany Calvert from Anonymous & Linda Peirce

In Memory of David from James Cutter

In Memory of Dorilyn Riebe from Linda Warren & Linda K. Wyman

In Memory of E.J. from Thomas Lam

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In Memory of Laurin Foxworth from Lewis Thompson

In Memory of Leslie King from Mark Braun

In Memory of My Mother from Randy Wren

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Morris Price and Chris Parente at Rainbow Alley's Sweet 16 Soiree

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The Center's annual Transgender Job Fair

FINANCIALS

SUPPORT AND REVENUE *UNAUDITED

Individual and Community Contributions	\$311,723
Grants	\$523,504
Earned Income	\$877,680
In-Kind Income	\$120,000
Investment Income	\$12,367
Special Events	\$148,817
Other Income	\$3,748

TOTAL SUPPORT AND REVENUE\$1,997,839

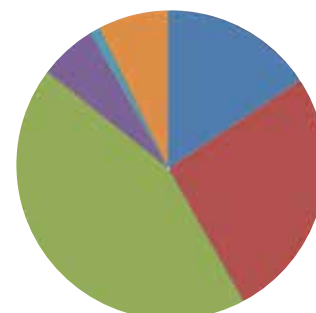
For year ended December 31, 2014 (*Copies of audited financials available upon request.*)

EXPENSES *UNAUDITED

Program Services	
Youth Services	\$202,985
Legal & Advocacy	\$110,038
Community Programs	
(Elders, Transgender, Cyber Center, Library, Health Care)	\$502,931
PrideFest	\$746,009
Supporting Services	
Management and General	\$196,722
Development and Communications	\$230,465

TOTAL EXPENSE\$1,989,150

For year ended December 31, 2014 (*Copies of audited financials available upon request.*)



SUPPORT AND REVENUE

Individual and Community Contributions:	15.6%
Grants:	26.2%
Earned Income:	43.9%
In-Kind Income:	6%
Investment and Other Income:	1%
Special Events:	7.3%



EXPENSES

Youth Services:	10.2%
Legal & Advocacy:	5.5%
Community Programs (Elders, Transgender, Cyber Center, Library, Health Care):	25.3%
PrideFest:	37.5%
Management and General:	9.9%
Development and Communications:	11.6%

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