



ANNUAL REPORT 2020

PRIVATE PARKING
UNAUTHORIZED VEHICLES WILL
BE TOWED AWAY AT
OWNER'S RISK
APT SERVICE
303-455-1284

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THE CENTER ON COLFAX STRATEGIC PLAN 2020-2023

The Board of Directors of The Center on Colfax adopted a new strategic plan on March 16, 2021. This plan was produced with input by The Center's Board, staff and by nine focus groups representing the voices of youth, older adults, transgender individuals, community members with disabilities, Black and African American community members, Latinx and Spanish-speaking community members, same-gender loving women, men and bisexual individuals.

Through this process, The Center clarified its mission, vision and values and identified six strategic goals. The Board and staff of The Center commits to keeping our community informed and involved as we enact this plan over the coming years.

● MISSION ●

The mission of The Center on Colfax is to engage, empower, enrich and advance the LGBTQ+ community of Colorado.

● VISION ●

The Center on Colfax will be a collaborative leader that positively impacts the lived experience of LGBTQ+ people in Denver and Colorado by creating inclusive programs and events, fostering connections, and leveraging the individual and collective strengths of the community.

● VALUES ●

We acknowledge with respect that The Center on Colfax stands on the unceded traditional territories and ancestral homelands of the Cheyenne, Arapaho, Ute, Apache, Comanche, Kiowa, Lakota, Pueblo and Shoshone Nations. Further, we acknowledge the 48 contemporary tribal nations historically tied to the lands that comprise what is now called Colorado. We recognize Indigenous peoples as the original stewards of this land and honor their sacrifices and hardships. We recognize that colonialism continues to affect modern Indigenous people. Learn more at <https://native-land.ca/>

● COMMUNITY-FOCUSED

The Center on Colfax strives to serve the needs of all LGBTQ+ people and give our community a voice. We believe that we can learn from and empower each other and seek to create programs and events that help build connections.

● INTERSECTIONAL

The Center on Colfax recognizes that individuals have multiple identities, beliefs, and experiences, and that these often intersect to increase one's likelihood of being marginalized. We stand with all people of marginalized identities and work for a more equitable community for everyone.

● COLLABORATIVE

The Center on Colfax encourages collaboration, internally and externally, to better engage, enrich, empower and advance the LGBTQ+ community of Colorado. We are stronger together.

● WELCOMING & INCLUSIVE

The Center on Colfax is committed to providing an inclusive and welcoming environment for all. We celebrate diversity and recognize everyone comes from different perspectives and experiences.

We will prioritize LGBTQ+ constituencies and age groups that need additional resources and support, from youth to older adults, as well as QTBIPOC and bisexual communities.

● EMPOWERING

The Center on Colfax encourages all individuals in expressing their unique voices and authentic selves to create positive change and safer spaces in our communities.

● COURAGEOUS & HONEST

The Center on Colfax, founded on the idea that every individual has the right to be their authentic self, honors those who are true to themselves. We commit to transparency in our operations and strive to provide spaces where all LGBTQ+ Coloradans feel empowered.



A LETTER FROM OUR CEO

FRIENDS:

Years from now, when I think back on 2020, I will remember the incomparable losses and daunting challenges that all of us faced as we coped with the fallout of the COVID-19 epidemic. But I will also remember the incredible perseverance and creativity demonstrated by the team at The Center on Colfax as we pulled together to find inspiring ways to serve our community.

I will remember how Center community members pivoted overnight to learn new digital tools and continue to provide support and services despite the fact that The Center would temporarily close its physical doors to the public.

I marveled as older adults of SAGE of the Rockies conquered the challenges of interacting with friends and community members through computer screens while remaining physically distant. I was inspired by how the youth, staff and interns of Rainbow Alley would rally together to provide connection and support through online channels, reassuring LGBTQ+ youth that they were not alone despite the pandemic. I was amazed as The Center's Transgender Program expanded our reach throughout the state and the nation by providing a lifeline to gender-diverse individuals seeking assurance and community. And I shared smiles as all three programs would manage to have physically distanced social events such as our annual holiday celebrations for youth, older adults and the trans community.

RANGE Consulting would continue to educate employers, nonprofit organizations, and government agencies with important and relevant issues affecting LGBTQ+ individuals in the workplace. And Denver PrideFest would innovate to create one of the first virtual pride events in the country, reaching hundreds of thousands of Coloradans with a welcoming message of equality and acceptance.

I will remember the powerful Black Lives Matter protests that rocked our country and called us all to account to stand firmly on the side of justice. I would feel a deep sense of pride as our community rallied in support during this seminal moment in our nation's history. The movement would touch The Center deeply and we would feel its profound resonance as we created a new strategic plan for The Center, recommitting our organization to inclusion, diversity, equity and accessibility.

And I will be deeply moved by the many hundreds of Coloradans who stepped up to support our work during a difficult and challenging time. From major foundations and longtime donors who made special gifts in support of The Center to the more than 1,300 individuals who responded to Kyle Clark's call for support for the older adults in SAGE of the Rockies—the timing of which was especially impactful given that it came out shortly after the *Bostock* decision from the U.S. Supreme Court.

"The word that comes to mind when I think of The Center on Colfax is 'celebrate,'" Kyle said at the beginning of his segment, noting that The Center's PrideFest celebration would be virtual in 2020. Describing SAGE of the Rockies' positive impact on the older adults in our community, Kyle noted "These are folks who have persevered through a lifetime of discrimination and prejudice. I was thinking earlier this week, with the Supreme Court ruling banning LGBTQ job discrimination, that there are so many people in our community and throughout America who went through most or all of their working lives fearing what might happen if their boss or co-workers found out who they were or who they loved."

While remembering the losses and challenges of 2020 can be overwhelming, I am buoyed by the strength and power of the LGBTQ+ community that continues to thrive despite current and countless past obstacles. I am proud to work for The Center on Colfax, an organization that has helped our community face these and many other obstacles over the years and, thanks to your loyal support, continues to grow and serve our community.

**IN GRATITUDE,
REX FULLER, CEO**

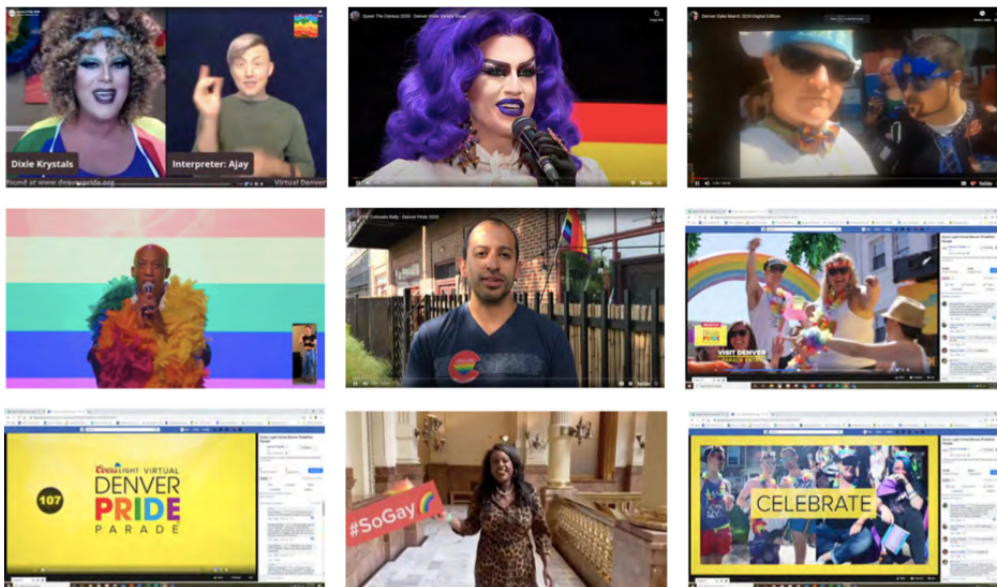
DENVER'S VIRTUAL PRIDE



In the world of event planning, we try to plan for the unexpected and roll with unforeseen circumstances, and 2020 was the year where that mentality was put to the test like never before.

In March 2020 when The Center temporarily closed its doors to the public, the Denver Pride production team began immediate discussions regarding the plan for Denver Pride 2020, and how to still hold a celebration for our community in a safe and socially-distanced manner. We decided on a virtual format, with all activities taking place online the weekend of June 20 and 21. In addition to live streaming on social media and the Denver Pride website, Denver 7 broadcast highlights of the virtual parade that Sunday afternoon. Rocky Mountain Public Media also created a television special featuring Denver Pride entertainers and community stories broadcast on Saturday.

Over all, more than 135,000 people tuned in for the Coors Light Virtual Denver Pride Parade, and Denver Pride content received approximately 935,000 impressions and engagements across our social media channels.



Virtual Denver Pride festivities included the Coors Light Virtual Denver Pride Parade, virtual drag performances and variety shows, family storytime hours, a virtual rally with One Colorado, and more.

PROGRAM SPOTLIGHT: SAGE



When The Center was forced to temporarily close our doors to the public because of the pandemic last March, SAGE program staff quickly pivoted their in-person activities to virtual formats. SAGE program participants have greatly benefited from virtual programming to meet their need to connect, support each other, and experience a greater sense of communal resilience during the pandemic. SAGE participants quickly adapted to virtual activities such as Chair Yoga, Telling Your Story, Spanish classes, and various support groups. Others who were unable to connect online received weekly check-in calls from the SAGE team and volunteers.

The addition of virtual programming led to 111 new SAGE program participants in 2020, many of whom indicated that they had difficulty traveling to The Center for various reasons and were happy to have the opportunity to participate online.

SAGE also created new programming in 2020, including a peer-led Transgender and Nonbinary Group, which welcomes all transgender and nonbinary older adults to an online space where they can come together for conversation, connection, and resources.

Even when we are finally able to safely reopen The Center and host in-person activities, the SAGE of the Rockies program will continue online activities to reach more people living outside of the Metro Denver area, as well as those who are unable to travel in person to our programs.



PROGRAM SPOTLIGHT: LGBTQ HISTORY

Despite the pandemic, the Colorado LGBTQ History Project conducted oral histories throughout the year, surpassing 100 collected since the project's inception. We facilitated the donation of one archival collection to Denver Public Library, with four more collections on the way.

We consulted with the Trinidad History Center on transgender programming surrounding Dr. Stanley Bieber. We also presented at the CU Boulder Transforming Gender Conference, for Denver Public Library for Pride, and consulted with the City and County of Denver on the first LGBTQ History Exhibit, "Queen City of the Plains," an art and social studies exhibit that reached hundreds of people.

Perhaps our proudest achievement in 2020 was the creation of LGBTQ-inclusive lesson plans and curriculum for middle schools, a first in Colorado. We also provided trainings for LGBTQ-inclusive curriculum to Denver Public Schools, a workshop for Strive Prep Charter Network, and several workshops, interviews, and consultations with local LGBTQ students and teachers.

PROGRAM SPOTLIGHT: RAINBOW ALLEY

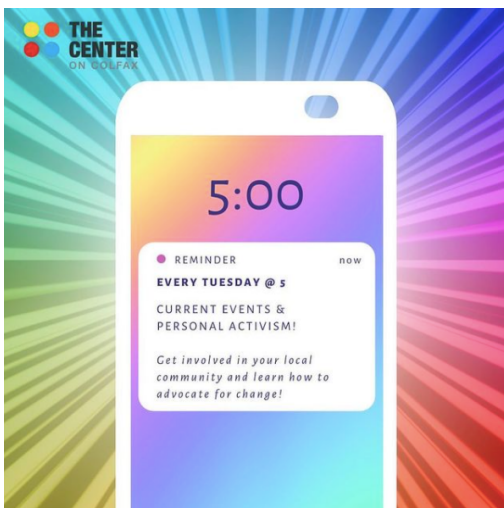


Rainbow Alley typically offers a safe space for youth to be themselves and meet other youth, which helps them develop a greater sense of community. In response to the pandemic, Rainbow Alley program staff created innovative virtual programming using the online chat and meeting platform Discord to give youth a chance to connect with each other and set up chat rooms on various topics based on their requests.

This online programming included our first-ever virtual Summer Academy, a summer-long virtual speaker series featuring biweekly live webinars/ interviews with experts on various topics, including leadership skills, COVID-19, mental health and coping, job skills and more. The series received more than 4,000 views on our various social media platforms and has given our staff valuable insights on how to translate other programming to virtual formats.

Rainbow Alley was also able to host its annual Hologay celebration in December with 50 participants. Youth picked up their holiday gifts from Queer Santa herself (longtime Rainbow Alley champion Linda Warren) at a drive-through set up in the Center's parking lot.

And while we look forward to the re-opening of The Center, we hope to continue some virtual programs so we can reach youth who are unable to visit Rainbow Alley in person due to distance, difficulty with transportation, privacy concerns, or other issues.



PROGRAM SPOTLIGHT: RANGE CONSULTING

RANGE Consulting is a social enterprise of The Center on Colfax, providing comprehensive training and consulting services on LGBTQ+ best practices and IDEA (Inclusion, Diversity, Equity & Accessibility) strategies for management and HR within the private, nonprofit, and government sectors.

In 2020, RANGE Consulting provided trainings to 17 clients, reaching 1,342 people. Some program highlights include a 4-week training rollout for The Colorado Office for Victims Programs, in which RANGE presented 28 virtual trainings on Best Practices for supporting LGBTQ+ victims to 200 crime victim service providers and community-based agencies across Colorado. RANGE conducted an LGBTQ+ affirming training for the McDonald's Denver field office, which has resulted in additional training opportunities for field offices across the country. RANGE also provided an extensive train-the-trainer project for Aurora Mental Health Center on LGBTQ+ affirmative healthcare that will be rolled out to their entire organization.

LGBTQ+ employees deserve to bring their whole, authentic selves to work and be respected and valued as such. Our goal is to eliminate LGBTQ+ discrimination throughout Colorado and beyond.



PROGRAM SPOTLIGHT: TRANS PROGRAM

The Center's Transgender Program is a welcoming, affirming space for transgender and gender diverse individuals to get together and build community. In 2020, the Transgender Program quickly pivoted its programs and services to virtual formats to continue to meet the needs of community members during the pandemic. The program served more than 2,000 people through a variety of support groups, resource referrals, cultural competency trainings, and community events.

The Transgender Program provided trainings around transgender and gender diversity topics for organizations including the Sexual Health Alliance, Denver District Attorney's Office, SAGE of the Rockies, Denver Inn of Court, the National Hemophilia Foundation, and the Events Service Providers Association.



Additionally, the Transgender Program coordinated and participated in several online community events including the second annual Queer Author Expo, Out for Health: Health and Wellness Fair, Transgender Day of Remembrance, Breaking the Sound Barrier, and Needs of the BIPOC Community. The Transgender Program also provided community members with holiday gift baskets during The Center's Rainbow Festival of Lights celebration.

CENTER ON COLFAX STAFF



Rex Fuller
HE/HIM
CEO



Kelly Nichols, MA
SHE/HER
COO



Victoria Long
SHE/HER
VP of Finance
Administration



Joe Foster
HE/HIM
VP of Development &
Communication



Kerry Duran, MSW
HE/HIM
Coordinator of Elder Services



**Meryl Franklin, MA,
LCSW**
SHE/HER or
THEY/THEM
Youth Services Director



Johnny Humphrey, MBA
HE/HIM
Director of Inclusivity Services



Joe Jackson
HE/HIM
Digital Content Manager



Tim Murphy
HE/HIM
Development Operations
Manager



Stephanie Portillo
SHE/HER
Facilities Coordinator



Sable Schultz, MA
SHE/HER
Manager of Transgender
Services



Shawan Turner
SHE/HER
Volunteer & Front Desk
Manager



John White
HE/HIM
Events Director



Syah Taylor
HE/SHE/THEY
Manager of Youth
Services

BOARD OF DIRECTORS



Michael Song
Board Co-Chair
He/Him



Jolynn Crownover
Board Co-Chair
She/Her



Danielle Jordan
Board Treasurer
She/Her



Danielle Badler
Board Secretary
She/Her



Jeff Anastasio
Board Member
He/Him



Robert Davies
Board Member
He/Him



Ryann Peyton
Board Member
They/Them



Anthony Sabia
Board Member
He/Him

2020 HONORARY BOARD MEMBERS



Phil Nash
he/him



Carlos Martinez
he/him



Deb Pollock
she/her



Morris Price, Jr.
he/him

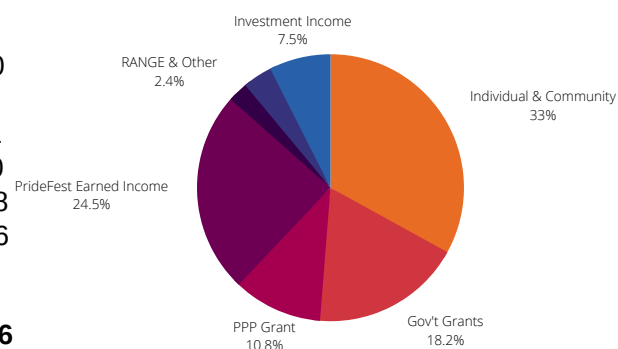


Chris Ross
he/him

2020 FINANCIALS

SUPPORT AND REVENUE

Individual & Community Contributions.....	\$614,351.00
Government Grants & Contracts.....	\$339,500
Paycheck Protection Program Grant.....	\$201,100
Denver PrideFest Earned Income.....	\$455,261
RANGE & Other Earned Income.....	\$45,340
In-Kind Donations.....	\$66,578
Investment Income.....	\$138,796



TOTAL SUPPORT & REVENUE

For year-end December 31, 2020.....\$1,860,926

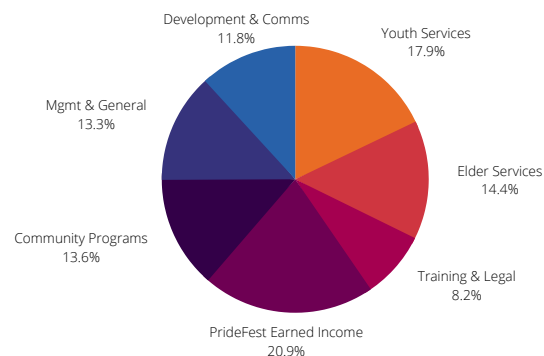
EXPENSES

Program Services

Youth Services (Rainbow Alley).....	\$305,399
Elder Services (SAGE)	\$245,624
Training & Legal.....	\$139,213
Community Programs.....	\$232,325
PrideFest.....	\$356,997

Supporting Services

Management & General.....	\$226,358
Development & Communications.....	\$201,799



TOTAL EXPENSES

For year-end December 31, 2020.....\$1,707,715

2020 INDIVIDUAL DONORS

\$10,000+

WENDY AND STEVE COHEN
 PHILIP AND CATHERINE EDWARDS
 BARBARA FRANK AND
 RONNI MCCAFFREY ♀
 JAMES HENDERSON AND RAY O'LOUGHLIN
 CHRISTOPHER K. M. LEACH
 AND CHAD SKRBINA ♥
 MARCELLUS WADE

\$5000-\$9999

ALICE "COOKIE" BARRON AND KAYE GARMS ♀
 VANCE BRAY AND WILLIAM MITCHELL, III
 BRANGWYN FOOTE
 DREW LAZZERI
 WENDY POBIRK AND ANN MARIE KJERLAND ♀ ♥

\$2500-\$4999

DENISE ARNOLD AND ALISA BISHOP
 MATT AND MIKE CASE
 DAVID COVER
 JOLYNN AND SARAH CROWNOVER ♀ ♥
 TOM EBERT
 DAVID GARCIA AND MATTHEW CARVER ♥
 PATRICK GOURLEY
 ALEXIS HOROWITZ
 KAREN JESSEY AND JULES ARMSTRONG ♀
 STANLEY JOHNSON
 JANICE MCCLARY AND JANICE MCNALLY ♀
 KIM MCKEE AND APRYL STEELE ♀
 MARY NANCE ♀
 PHIL NASH AND BOB JANOWSKI ♥
 JILL RICHTER
 TOM ROTH AND FRANK COX
 KRISTINE WILLIAMS

\$1200-2499

ANONYMOUS (2)
 MAX AND ELAINE APPEL
 DANIELLE BADLER AND DIANE KLEIN ♀ ♥
 SCOTT BLACK
 HILARY BLAIR AND ROBIN MILLER ♀
 SUE BOYNTON AND NANCY FRITSCH ♀
 PHOEBE BUSCH ♀
 DON CASIAS
 MARC CHAMPION AND PATRICK POWELL
 DONNA CONLY ♀
 JOHN CONNELL AND ERIC VERSCH
 SCOTT COORS AND DAVID HURT
 ROBERT DAVIES ♥
 CLEMMIE ENGLE ♀
 DYANN ESPARZA ♀
 AMY AND RANDY FESMIRE
 REX FULLER
 DEB HUBBARD AND TAMMY WEATHERLY ♀
 JOYCE KELLY AND PAT MILLER
 PAUL LA COUR
 THOMAS LAM
 JOHN MCDONALD AND ROB WRIGHT
 JOHN MCHUGH
 BOB NOGUEIRA AND RUSS JOHNSON
 JEFFREY PFEIFER AND RYAN HOFFERT
 DAVID REASER
 MELANIE RHINEHART AND MARY MARSHALL ♀
 LEE RUDOFISKY
 BRAD RUSSELL
 MICHAEL SONG ♥
 STEPHEN ST CYR
 JACOB TRUMBOWER AND MARVIN FISHER
 ANNA WEGLEITNER
 JOE WOODWARD
 DEBBIE AND DAVID YOUNGGREN
 DARRYN ZUEHLKE

\$600-\$1199

JEFF ANASTASIO
 ANEMONE ANDREWS
 ANTHONY ARAGON AND DAVID WESTMAN
 EMMETT BATLEY
 RANDY BEINEKE
 KELSEY BERENGUEL
 LORA BIRD
 CRAIG BROWN AND ED SCHOLZ
 MICHAEL BUSTOS
 JOE CHANG
 CARL CLARK AND MARK GROSHEK
 KATHI CONNER AND CATHY VAN TASSEL
 DIAHNDRA DIAMOND
 BOB DORSHIMER
 ALYSSA ERICKSEN
 DONALD FERGUSON
 GERALD GERASH
 CHARLES GERRETSON AND DENIS GERDES
 STEPHEN AND LINDA GOLDSTONE
 YOLANDA HAGAR
 LINDA HARMON
 ELIZABETH HARRIS AND DEBORAH JENSEN ♀
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 JIMMY HARVEY
 KRISTYNA HOLLAND
 ANDREW HORN BROOK
 PHILLIP HOYLE
 LAURI HUGHES
 STACEY HUSS GINSBERG
 DANIELLE AND CYNDI JORDAN ♀ ♥
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 TROY LAKE
 JEANNE LEASURE
 CLINT LEDBETTER AND JASON LAW
 CARLOS MARTINEZ AND PHIL DANIELSON ♥
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 LARAE ORULLIAN ♀
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 ROSEMARY PETERSON AND PATRICIA TERMIN ♀
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 JON RUPP
 STUART SANKS ♥
 CODY SCOTT
 JUDITH SPENDELOW AND MICHAEL MISGEN
 ERINDANA SUMMERS
 SAMUEL TEMPLEMAN
 ALAN TOPELSON AND NELSE LINDER
 ALICE TURAK ♀
 MARVIA VALDEZ
 SCOTT VANEYK
 FRANCISCO VARELA AND TIMOTHY WILSON
 DAVID VOGEL AND JOHN ORLANDO
 DAVID WATSON
 MARY WENNEN
 JORDAN WILDE

♀ - WOMENS' GIVING CIRCLE

♥ - LEGACY CIRCLE

2020 INDIVIDUAL DONORS

\$300-\$599

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 AND BILL RAUSCHERT
 BRYCE AND PATRICIA ANDERSON
 MITSU ANDREWS
 JUSTIN ARNOLD
 JEAN BAREIS
 MICHAEL BARES
 AND DONALD DETHLEFS
 TONYA BARLOW ♀
 MICHAEL BARRETT
 PAULA AND BILL BERNSTEIN
 SAM BERTOLINO
 SARATH BHIMINENI
 MICHAEL BIERE
 JUDE BLUM
 CASEY BODINE
 CAMILLE BOUCHIE
 ROBERT BRADY
 CLARISSA BRINER
 PAMELA BRODY
 LOUIS BROWN
 MELANIE BROWN ♀
 MEGAN BUSBY
 ERIC CARLSON
 KEVIN CARTER
 MARK CHEEKS
 VICKI CIERPIAL
 MARIBETH CLEMM ♀
 CHRIS COLEMAN
 JOEL CRUZ
 KAREN CULTER
 JOANIE CURTIN
 BONNIE AND CURT DALY
 LAYLA DESTAFFANY
 LARRY AND JILL DIPASQUALE
 RICHARD DURITY
 JEFFREY AND THERESE ELLERY
 WILLIAM AND JENNIFER FEINBERG
 KENNETH FELTS
 TIM FIRES
 LAURA FISCHER AND
 JUDY BERRY ♀
 DAVID FORD
 LISA FOSNOT
 DEBORAH GAFFNEY
 SHERYL GARFIO
 CHRIS GENRY AND
 COLIN GRIFFITH
 BEN GILLIAM
 BRANDON GLEICH
 GREGORY GOLDING
 EMMA GOLDMAN
 ROBERT GOMON
 DANIELLE GOODMAN
 KATHLEEN GOSA
 PATRICIA GUNCKEL
 JAMES HALPENNY
 DENNIS HAMANN
 AND TOM HAWKEY
 NANCY HAMILTON
 MARY REBECCA HAMMOND
 THOMAS HEALY
 ELLEN HICKMANN
 CAROL HILLER
 RONALD HURD
 CRAIG JOHNSON
 TODD AND ELLEN JOHNSON
 WAYNE JOHNSON
 AND JAMES ILES
 MARCY KAUFMAN
 CAROLYN KEENE
 AND ELIZABETH COOKSON
 CAROLYN KEITH
 EDWARD KINNEY

JEFFREY KLEIN AND HOWARD BRYANT
 LARRY POLLOCK AND RIC KLIMPKE
 GAIL KLOCK
 MICHAEL KOECHNER
 GEORGE KRUGER
 BRIAN LACARRUBBA AND BRENDA WHETSTONE
 ELIOT LANDRUM
 DANNI LEDERMAN AND SHARON RUSSELL ♀
 PETER LOGAN
 JOE LOZOYA
 MICHAEL MACKLEY AND ANDY KREUZ
 JANET MANN AND ANDREA MITCHELL
 JENNIFER MATHERN
 SEAN MCGINLEY
 JULIE MCSHANE
 RON MEYER
 JOHN MILLER
 MARTY MITCHELL
 SUSANNA NILSSON
 KATHLEEN OTT
 LITTLE OWL
 JANE CLARE PAWLING
 RYANN PEYTON AND
 SARA KNICKERBOCKER ♀ ♥
 THOMAS POINDEXTER
 AND SANDRA SPENCER
 JOHN PRENTICE
 RHIANNAN PRICE
 MORRIS PRICE, JR ♥
 CHRISTIE RANDOLPH
 CHRISTOPHER REIGRUT
 BRITTNEY RICHARDSON
 LAWRENCE ROBERTS
 JAMES SAMPSON
 RYAN SARIN
 ANN SCOTT
 CHRIS SELBY
 DAVID RETT SHOEMAKER
 TONY SMITH AND JIM PETERSON
 RANDALL SMITH
 JAMES JORDAN SMITH
 BRIAN STALEY
 BATYA STEPPELMAN
 NEIL STEWART
 RONNIE STOREY AND MOLLY MOYER
 CYNTHIA STOVALL
 COLIN STRACK
 TIM STUMBAUGH
 PATRICIA AND SIOBHAN SULLIVAN
 DEMETRIA TRUJILLO
 GARY TRUJILLO AND DAYMN MONTOYA
 DAVID VAN BUSKIRK
 TORIE VANDEVEN ♀
 BRENT WADMAN
 WILLIAM WALL
 JANET WALSH AND NITA HASTINGS
 JODI WEISER
 BILL WEST
 PAM AND SONNY WIEGAND
 DEAN WILLIAMS
 DANIEL WILLIS
 KAMIYA WILLOUGHBY
 FRANCES WINSTON ♀
 KEVIN WIRTH
 JULIE WOLFE
 VICTORIA YANG
 JULIE YATES
 NONYMOUS (3)
 CAROLYN AGOSTA AND BILL RAUSCHERT
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 MELANIE BROWN ♀
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 THOMAS HEALY
 ELLEN HICKMANN
 CAROL HILLER
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 AND JAMES ILES
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 CAROLYN KEENE AND
 ELIZABETH COOKSON
 CAROLYN KEITH
 EDWARD KINNEY
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 HOWARD BRYANT
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 GAIL KLOCK
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