

IMPROVING LGBTQ+ MENTAL HEALTH

# IMPACT REPORT



ENVISION:YOU • 2022



# 2022 IMPACT REPORT

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## OUR MISSION

Envision:You seeks to close gaps in behavioral health outcomes for LGBTQ+ individuals through co-created community programming, advocacy engagement, public awareness campaigns, and evidence-based training.

## OUR VALUES

**VISION.** We have a clear vision, mission, and are purpose driven.

**LEADERSHIP.** We authentically lead with empathy and by example.

**ACCOUNTABILITY.** We utilize the language of business in all our endeavors to ensure the organization promotes efficiency, program outcomes, and prioritizes financial results.

**COMMUNICATION.** We are committed to clear, courteous, and strengths-based communication with internal and external stakeholders, as well as listening with intention without perceptions and biases.

**CURIOSITY.** We seek to create an atmosphere of helpful give-and-take by taking the time to listen from a place of curiosity, and then give candid and accurate feedback.

**TRANSPARENCY.** We are open and transparent about our goals, setbacks, and successes.

**INNOVATION.** We encourage innovation and creativity, ensuring that everyone on our team feels empowered to share their ideas and seek support.

**TEAMWORK.** We value a collaborative work environment that actively embraces diversity, cohesion, and mentorship.





## A MESSAGE FROM OUR CEO

As I reflect upon the past year, my emotions are mixed. While there have been challenges and heartache, I am also filled with hope and gratitude. In 2022, our state and country were bombarded with bad news and frustrating circumstances, including the introduction of anti-trans and anti-LGBTQ+ legislation in states across our nation. Unfortunately, Colorado ranked last in the 2022 Mental Health America report on adult mental illness prevalence, and many school boards across Colorado have made our schools difficult places for queer youth and those supporting them. Our community was also devastated by a brutal attack on Club Q, a long-standing safe space for queer folks in Colorado Springs.



Despite these challenges, we have seen remarkable resilience and strength within the LGBTQ+ community. Individuals have come together to support each other through the pandemic, and we have witnessed incredible acts of courage and perseverance in the face of adversity.

Thanks to your generous support, we have been able to provide critical resources to improve our community's understanding of the prevalence of mental health issues and train our mental health workforce to deliver affirming care. We have also been able to provide support groups and training for parents, teachers, and caregivers on how best to care for queer youth. Additionally, we have been able to advocate for legislation that will help close health inequities around mental health.

I am filled with hope as I witness glimpses of progress and gradual generational shifts that are leading us towards a more just society. Our staff, board members, community partners, and donors are an exceptional group of generous, passionate, and dedicated individuals whom I feel privileged to know. Their unwavering commitment to our cause gives me hope that we will continue to develop programs that enhance the well-being of our community.

In the following pages, we will delve further into the reasons behind our optimism. We appreciate your continuous dedication to our organization and the LGBTQ+ community. We look forward to continuing to work together to make a significant impact on the lives of those who need it most and to end the mental health crisis in our community.

Warmly,

Steven Haden, MSW, MBA (he/him)  
Chief Executive Officer, Envision:You

## ENVISION:YOU VISIONARIES

### BOARD OF DIRECTORS

Jessica Anson (she/her)	Kate Huckabay (she/her)
Rich Bailey (he/him)	Quana Madison (she/her)
Kambria Callantine (she/her)	Emma McDevitt (they/them)
Ed Cannon (he/him)	Trent Norman (he/him)
Thelma Craig (she/her)	Ryn Skultety (she/her)
Steven Haden (he/him)	Syah Taylor (she/they)

### STAFF

Brad Barfield (he/him)	Adriana Lopez (she/her)
Zamora Evans (they/them)	Erika Nelson (she/her)
Michelle Garcia (she/her)	Maggie Phillips (she/they)
Victoria Giles-Vasquez (she/her/ella)	Brynne Popp (she/her)
Steven Haden (he/him)	Gabby Poux (she/her)
Marie Hafner (she/her)	Susie Roman (she/her)
Zak Hyde (he/him)	Meg Shamblen (they/them)
Joey Kyle-Di Pietropaolo (she/her)	

### MSW GRADUATE STUDENT INTERNS

Alex Asare (they/them)	Jenni Lopez (she/her)
Megan Cliff (she/her)	Riley McKelvy (she/her)
Peyton Coder (he/him)	Katrina Quinn (she/her)
Alexis Cornn (she/her)	Arielle Sebestyen (she/her)
Nikki Flemate (she/they)	Emery van Broekhuizen (he/him)
Tracie Hardwick (she/her)	Louis Yurkovic (he/him)

### PROGRAM TRAINERS AND FACILITATORS

Caden Baum (they/them)	Nancy Littleford (she/her)
Darcey Cunningham (she/her)	Casey Lucarelli (all pronouns)
Laura Gerard (she/her)	Lisa Sydow (she/her)
Shann Humphrey (he/him)	Michelle Wiley (she/her)







*This program is for anyone working directly with LGBTQ+ individuals in a healthcare setting.*

## BEHAVIORAL HEALTH PROVIDER TRAINING PROGRAM

The Envision:You LGBTQ+ Behavioral Health Provider Training Program is designed to help registered and licensed mental health clinicians, addiction counselors, certified peer specialists, and anyone else working directly with LGBTQ+ individuals in a healthcare setting to develop new skills and gain critical knowledge to enhance the delivery of culturally relevant and identity affirming behavioral health services for members of the LGBTQ+ community.

LGBTQ+ individuals experience higher rates of mental health disparities and often experience troubling encounters when mental health providers who do not fully understand or appreciate the concerns that stem from being a part of a marginalized community. To address these needs, Envision:You developed an evidence-based, multi-level training program that can be delivered online or in-person to address implicit and explicit biases that exist among behavioral health practitioners that hinder so many in the community with their recovery process, the prevalence of trauma, and utilizing evidence-based interventions to support healing.

### THE CHALLENGE

- In Envision:You's 2021 State of the State survey of more than 600 LGBTQ+ Coloradans, 43% of respondents stated that they either sought help and did not receive it or never asked for help from providers.
- 20% of Colorado's LGBTQ+ community report their behavioral health provider invalidated their identity. More than 10% said a provider tried to change their identity. This number was even higher, with 1 in 5, of BIPOC folks.

### THE CHANGE

- Trained more than 300 providers to deliver identity affirming and culturally relevant behavioral healthcare to the LGBTQ+ community.
- Received nearly \$320,000 in grant funding to develop new content and deliver training to providers across Colorado.
- In collaboration with OMNI Institute and with funding from Caring for Denver Foundation, the program began development of four population specific training modules that will inform providers on how to provide culturally relevant services to transgender and gender expansive communities, LGBTQ+ youth, LGBTQ+ older adults, and LGBTQ+ communities of color.

For more information, visit [www.envision-you.org/lgbtq-behavioral-health-training](http://www.envision-you.org/lgbtq-behavioral-health-training)

*"Not only did I learn so very much from it, but it also will give me more confidence when working with someone who identifies as a part of the LGBTQ+ community...[the facilitators] created a safe environment to be ourselves, share our experiences, and ask 'dumb' or 'ignorant' questions. That is so important, and I am grateful for that experience." - Training Program Participant*

*This program for identity-affirming protective environments for youth.*

## Q IS FOR QUESTIONING

A series of interactive workshops delivered in communities across Colorado. This program, aimed at teachers, parents, mentors, and other family members or supporters of LGBTQ+ youth, fosters healthy conversations and family relationships between young LGBTQ+ kids who are exploring their gender and sexual identity and their families who can support and affirm them.

### THE CHALLENGE

- 23% of Individuals that identify as lesbian, gay, bisexual (LGB) report experiencing four or more adverse childhood experiences (ACEs) while 42% of gender nonconforming and trans individuals report the same. Experiencing 4 or more ACEs is associated with significantly increased risk for seven out of ten leading adult causes of death, including heart disease, stroke, cancer, COPD, diabetes, Alzheimer's, and suicide.
- On average, youth were also less likely to report feeling strongly supported by their families than their older counterparts, with 23% of respondents indicating that they feel very supported by family, compared to 37% of their older peers.

### THE CHANGE

- Awarded a year-long grant from Caring for Colorado to support this program in addition to generous support from the Colorado Department of Public Health & Environment.
- Partnered with the University of Denver Butler Institute for Families to finalize evidence-based curriculum that includes role-play videos to complement didactic learning.
- Launched the program in the community by hosting workshops in Mesa County as well as El Paso and Teller Counties.

For more information, visit [www.envision-you.org/q-is-for-questioning](http://www.envision-you.org/q-is-for-questioning)

*"This workshop profoundly changed my thinking. I learned a lot, and I have shifted from being "casually supportive" of the community and of my kids to being more thoughtful, proactive, and passionate about being an ally." - Q is for Questioning Participant*





*You:Flourish is a smartphone application to support LGBTQ+ mental health and well-being.*

## YOU:FLOURISH

The first-of-its-kind app includes a vetted resource directory of identity-affirming behavioral health providers, a peer support community offering mutual aid with individuals who share their unique identities and lived experience, and a wellness hub that allows individuals to track daily wellness practices and engage in content designed by and for LGBTQ+ individuals.

### THE CHALLENGE

- LGBTQ+ people experience behavioral health challenges at greater rates and accessing identity-affirming care is difficult due to a lack of providers who understand the unique needs of the community. Envision:You's 2021 LGBTQ+ State of the State Report found that 99% of LGBTQ+ Coloradans would find their mental health provider using a vetted directory of professionals with the skills, experience, and training to treat LGBTQ+ people. Yet no tools currently exist that meet this need at scale.
- Digital and physical spaces to connect with other members of the LGBTQ+ community are also limited and motivate behaviors that can exacerbate mental health and substance use challenges.

### THE CHANGE

- In 2022, You:Flourish raised \$400,000 in seed capital to fund key strategic partnerships and build a foundation for growth. The team met with more than 200 community members, funders, and partner organizations to gather support, validation, and feedback. This includes national partners PFLAG, CenterLink, StartOut and the National Council on Mental Well-Being. Ongoing efforts to raise funding to support this project are underway.
- A prototype of the app is now being tested in community feedback sessions across the United States to inform the final design and user experience.
- A strategic partnership with VXVY Mental Health was established to support the evidence-based provider vetting and content development processes. VXVY will also conduct continuing focus groups and interviews to ensure the product is meeting community needs.

For more information, visit [www.you-flourish.com](http://www.you-flourish.com)

*This program seeks to reduce stigma, educate the community, and promote support-seeking behaviors.*

## HOW TO HAVE THE TALK

A program that seeks to reduce stigma around asking for help when an individual is suffering with their mental health. This campaign aims to foster healthy conversations about mental health in the LGBTQ+ community by providing education that makes individuals feel more comfortable giving support and reaching out.

### THE CHALLENGE

- 25% LGBTQ+ Coloradans indicated they have been impacted by substance use during the past 30 days.
- 1 out of 2 survey respondents stated they have seriously considered suicide in their life.
- 43% of LGBTQ+ Coloradan's state they have an unmet need when it comes to their mental and emotional health.
- 1 out of 4 of survey participants said they have not been asked about their mental health by a primary care provider, and 34% have not been asked about their use of intoxicating and mind-altering substances despite the prevalence of both in the community.

### THE CHANGE

- Hosted live events and engaged with the community, including Queer Climb Night at Movement Climbing and Fitness, psychoeducational interactive programming at Inside Out Youth Services in Colorado Springs, and Pride events across Colorado from Grand Junction to Pueblo and up to Boulder and Broomfield
- Revamped the How to Have the Talk Instagram to include more community collaborations, mental health reminders, tips, and introspective questions.

For more information, visit [www.envision-you.org/how-to-have-the-talk](http://www.envision-you.org/how-to-have-the-talk)

*"Breaking the silence surrounding LGBTQ+ mental health not only empowers individuals to speak their truth, but also invites a community of support and understanding. Let us embrace this awareness campaign as an opportunity to prioritize our mental well-being and dismantle the stigma that has silenced us for far too long." - How to Have the Talk Program Partner*

Our advocacy efforts aim to increase access to mental health resources and services, reduce stigma, and promote affirmative and inclusive mental health care for the LGBTQ+ community.

## PUBLIC POLICY & ADVOCACY

Efforts to advance supportive laws and policies ensure government officials consider the unique mental health concerns of the LGBTQ+ community with a focus on advancing health equity and access to care.

### ADVOCACY EFFORTS FOR LEGISLATIVE AND POLICY CHANGE

Efforts Envision:You works with Brandeberry-McKenna Public Affairs to inform elected state officials and policymakers about the disparities in care facing LGBTQ+ individuals. By doing so, we are actively engaging in efforts to ensure that mental health concerns of LGBTQ+ individuals are being addressed in legislation and policy.

#### THE CHALLENGE

- In 2022, hundreds of anti-LGBTQ+ bills were introduced in state legislatures across the country. Our community is under attack, and by engaging in policy efforts we can actively defend LGBTQ+ rights and well-being of our community.
- Anti-LGBTQ+ legislation can have a significant and detrimental impact on the LGBTQ+ community. Such legislation can create an environment that is hostile to LGBTQ+ people, promoting discrimination, and denying them the basic human rights that others take for granted.

#### THE CHANGE

- The 2022 legislative session was Envision:You's most impactful session to-date. We partnered with One Colorado, State Representatives' Boesenecker and Valdez to pass House Bill 22-1267. The bill signed into law by Governor Jared Polis created a grant program to fund the development of culturally relevant training for health professionals.

### PERSPECTIVE

As noted, anti-LGBTQ+ legislation can have a harmful impact on the mental health of members of our community in several ways.

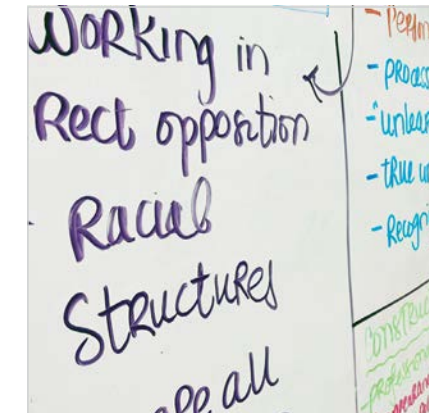
First, such legislation can perpetuate stigma, discrimination, and prejudice against LGBTQ+ individuals. This can lead to feelings of shame, self-hatred, and low self-esteem among members of the community, which can contribute to the development of mental health problems like anxiety, depression, and suicidal ideation.

Second, anti-LGBTQ+ legislation can limit the legal protections and access to healthcare available to LGBTQ+ individuals, making them more vulnerable to discrimination and violence. This can create a sense of insecurity and fear, which can negatively impact mental and physical health.

Third, anti-LGBTQ+ legislation can also contribute to social isolation and exclusion of LGBTQ+ individuals, which can further exacerbate mental health problems. For example, if LGBTQ+ individuals are unable to access healthcare or other essential services due to discriminatory laws, they may be at increased risk of physical and mental health problems.

Overall, anti-LGBTQ+ legislation can have a profound impact on the lives of LGBTQ+ individuals, making our community feel unsafe, unwanted, and unsupported. It is important for lawmakers and policymakers to recognize the harmful consequences of such legislation and work towards creating a more inclusive and accepting society for all individuals, regardless of their sexual orientation or gender identity.

For more information, please visit [www.envision-you.org/public-policy-efforts](http://www.envision-you.org/public-policy-efforts)



*This is an initiative that centers inclusion, diversity, equity, and accessibility (IDEA) in all programming, which is crucial to ensuring that individuals from diverse backgrounds and identities have access to programs and services that are inclusive, supportive, and affirming of their unique experiences and needs.*

## INCLUSION, DIVERSITY, EQUITY, AND ACCESSIBILITY (IDEA)

For queer, Transgender, Black people, Indigenous Peoples, and other people of color, the intersecting, oppressive forces of racism, sexism, homophobia, and/or transphobia result in even higher disparities. Marginalization is further compounded for Women, persons differently-abled, and folks with lower socioeconomic well-being. At Envision:You, we strive to have all of our programs, initiatives, organizational policies and activities, and workplace itself be safe, affirming, and celebratory of the entire LGBTQ+ community and the diversity that exists within it. The Inclusion, Diversity, Equity, and Accessibility (IDEA) initiative keeps our staff continually focused on learning from experts, doing our own research and introspection, and creating internal actionable change as a core part of all the work we do.

#### THE CHANGE

- All staff and interns engaged with former board member Syah Taylor's Deep Dive DEI consulting - learning about anti-racist practices, dismantling white supremacy culture, and redefining allyship.
- Each program developed its own iterative IDEA Action Plan, outlining short-term and long-term goals and action steps to imbue IDEA principles into ongoing programmatic efforts.

### PERSPECTIVE

Envision:You prioritizes IDEA in our work for many reasons.

**Social Justice:** IDEA is about creating a more just and equitable society by ensuring that everyone has equal opportunities to participate and benefit from our programs, regardless of their background, identity, or ability.

**Impact and Effectiveness:** Nonprofits like Envision:You that embrace IDEA principles are better positioned to achieve our mission and goals. By being inclusive and diverse, we can tap into a wider range of perspectives, experiences, and talents, leading to more innovative solutions and greater impact.

**Community Trust:** Another reason we center IDEA principles is to ensure we earn the trust and support of our community, including those that benefit from our programs, our donors, and team members. This translates into greater resources, visibility, and influence for the organization.

**Moral Imperative:** Ultimately, prioritizing IDEA is the right thing to do. We have a responsibility to uphold ethical and moral values that promote equity, fairness, and dignity for all people. By prioritizing IDEA, we can be true to our values and make a positive impact on society.

For more information, visit [www.envision-you.org/idea](http://www.envision-you.org/idea)





*Innovation is crucial to stay relevant and responsive to the evolving needs of the community, attract and retain a talented team, and engage with a diverse range of partners.*

## TECHNOLOGY & INNOVATION

Innovation is one of Envision:You's core values. To ensure we are continually looking at ways to improve our processes, think creatively and critically, and foster a culture of inspiration and self-reflection, we created the T&I Initiative. Bi-monthly Innovation Bulletins educate our staff, interns, and board members to curated content that provokes curiosity and contemplation. Monthly facilitated T&I discussion sessions bring the group together to dig deeper and respond to each other's insights, opening up dialogues and shared experiences that would not have been revealed otherwise.

### THE CHANGE

- Many staff members and interns have indicated that the monthly discussion sessions enhanced their sense of belonging and willingness to be vulnerable with others in the organization.
- Insights from select articles led to leadership considering new benefits and initiatives for 2023 - including half-day restorative Fridays, an additional week of office closure in July, and individualized wellness plans for all staff members, supported by a grant from Ingomu, a coaching app.

### PERSPECTIVE

Utilizing technology ethically and furthering Innovation is important to our work, for several reasons.

**Addressing Unmet Needs:** Innovative approaches can help address unmet needs of the LGBTQ+ community by identifying new ways to provide support and services that may not have been considered before.

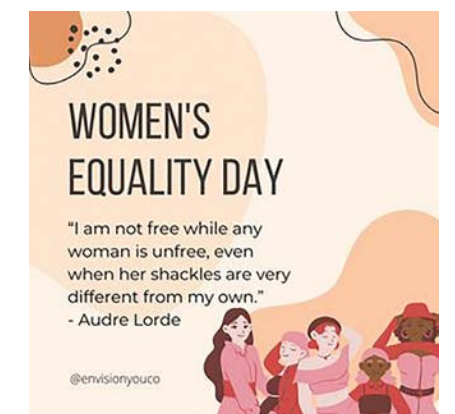
**Reaching More People:** Innovation can help expand our reach by providing new ways to connect with and serve individuals who may not have had access to traditional services or resources.

**Staying Relevant:** In a rapidly changing world, innovation and the use of technology is necessary to stay relevant and adapt to new challenges and emerging issues in LGBTQ+ mental health and wellness.

**Advancing Research and Practice:** Innovation can also contribute to the advancement of research and best practices in the field of LGBTQ+ mental health by exploring new best practices, barriers to care, and interventions.

Overall, innovation is critical at Envision:You in order to deploy cost-effective and impactful programs to further our mission of improving the mental health and well-being of LGBTQ+ individuals, to effectively serve and support our community, promote positive mental health outcomes, and address the unique challenges and needs of LGBTQ+ individuals.

## ENVISION:YOU SOCIAL MEDIA CAMPAIGNS





## ENVISION:YOU MONTHLY NEWSLETTER

*Empowered* is a monthly newsletter by Envision:You. All staff contribute to content, which is intended to share important perspectives on issues pertaining to the LGBTQ+ community. The newsletter allows us to provide updates on our organization and programs as well as resources to promote wellness and enhance a person's mental health.

To see issues of *Empowered*, visit [www.envision-you.org/empowered](http://www.envision-you.org/empowered)



## ENVISION:YOU EVENTS

### ENVISION:YOU SPRING BRUNCH

The first Envision:You Spring Brunch was a celebration of our vibrant community, and an opportunity to share about the impact Envision:You is making in the LGBTQ+ community. Speakers spoke about their own inspiring stories and experiences navigating mental health challenges, and guests had the chance to learn about the real strides that are happening in LGBTQ+ advocacy efforts.



### ENVISION:YOU GARDEN PARTY

The Envision:You Annual Garden Party is an annual celebration of our community's strength, hope and mutual care. Each year we honor an individual and an organization with our Lean on Me award in recognition of their dedication to improving behavioral health outcomes for LGBTQ+ Coloradans. This event also facilitates networking among the various community leaders, policy makers, partners, , and advocates that have shown a commitment to improving behavioral health outcomes for LGBTQ+ people, while also providing an opportunity to raise awareness around that topic and financial support for our organization.



### ENVISION:YOU ART SHOW

Art can play a crucial role in the mental health journey of LGBTQ+ individuals. Many members of the LGBTQ+ community have faced discrimination, isolation, and trauma, which can lead to feelings of anxiety, depression, and other mental health issues. Art can provide a creative outlet for expressing emotions, processing trauma, and exploring identity.



To embrace this, Envision:You holds an annual Art Show & Auction, where LGBTQ+ artists and allies donate incredible pieces of art which are auctioned off in an effort to bring awareness to behavioral health struggles and to raise funds to improve LGBTQ+ mental health. It is a powerful evening that coincides with Suicide Awareness Month.

For more information, visit [www.envision-you.org/events](http://www.envision-you.org/events)



## OUR COMMUNITY PARTNERS

### FOUNDING PARTNERS

Bob Dorshimer  
Bob Nogueira & Russ Johnson  
Carl Clark, M.D. & Mark Groshek, M.D.  
Chris Ross & Ed Cannon  
Christopher Leach  
David Cover  
Grant Muller  
Greg Rose  
Jeff Parker & Eric Johnson

Jeff Springer  
Leslie Herod  
Nancy Lorenzon, PhD  
Neill Kovash  
Nick Bruce  
Skye & Kambria Callantine  
Tim Wilson & Paco Varela

### MAJOR DONORS

Annette Tracy & Anne Sterling  
Ben Gilliam  
Carl Clark, M.D. & Mark Groshek, M.D.  
Deb Stallings & Sharna Fey  
Jeff Parker & Eric Johnson

Michael Hulton & David Stewart  
Nick Bruce  
Skye & Kambria Callantine  
Stock Jonekos & Troy Lakey

### LEADERSHIP CIRCLE

Ben Gilliam  
Bob Nogueira & Russ Johnson  
Carl Clark, M.D. & Mark Groshek, M.D.  
Chris Ross & Ed Cannon  
David Cover  
Donna Abdeni  
George Schott  
Grant Muller  
Jeff Springer

Michael Kilmer & Rudy Peterson  
Neill Kovash  
Peter M. Chenoweth  
Peter Padilla & Alan Leyba  
Ryan Crader  
Sarah Schmiede  
Trent Norman  
Troy Lakey & Stock Jonekos

### SUSTAINING PARTNERS

Alpine Bank  
ANB Bank  
Colorado Access  
Connect for Health Colorado  
Chase Huddleston/Coldwell Banker Realty  
Eating Recovery Center/  
Pathlight Behavioral Health  
First Bank  
Grant Muller/Grant Muller Group  
Janus Henderson Investors

Jefferson Center for Mental Health  
One Colorado  
PDC Energy  
Pizzeria Locale  
Queer Asterisk  
Rx Abuse Leadership Initiative  
Scott Bernard/Sotheby's International Realty  
Stock Jonekos/Kentwood Real Estate  
WellPower



## WHY DO YOU SUPPORT ENVISION:YOU?

*"I know how hard the journey to finding your true self can be."  
- Carl Clark, M.D. (he/him)*

*"I believe in the mission. I believe mental health systems must change to serve our community."  
- Ryn Skultety (she/her)*

*"Because access to behavioral health resources shouldn't be a privilege for few but a right for all."  
- Jordan Chavez (he/him)*

*"Because a culturally sensitive mental health counselor saved my life."  
- Anonymous*

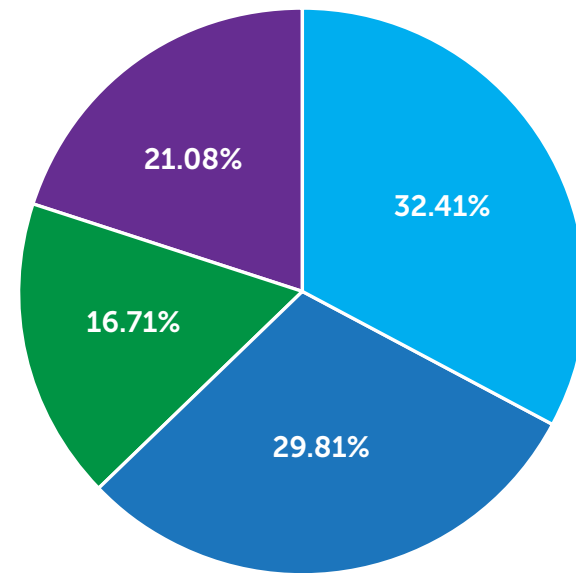
*"Because I hope to see LGBTQ+ youth who have experienced trauma receive the mental health care they deserve and need."  
- Jodi Rodgers (she/her)*

*"Being raised in a rural community as a closeted gay man, I understand the mental health strain that is endured. Anything I can do to help prevent that (for others) is valid."  
- Neill Kovash (he/him)*

## FINANCIAL REPORT

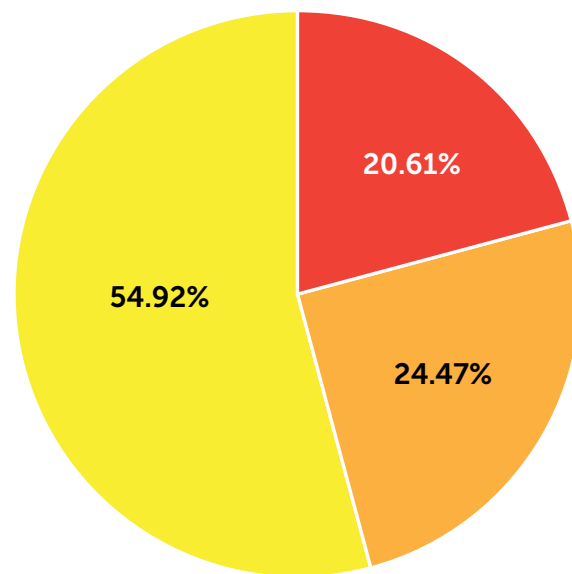
### SOURCES OF INCOME \$757,857.79

- Fundraising - \$245,600.12
- Grants - \$225,880.52
- Events - \$126,634.30
- Program Income - \$159,742.85



### EXPENSES \$727,820.69

- Administration - \$150,013.74
- Fundraising - \$178,116.96
- Programs - \$399,689.99







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