



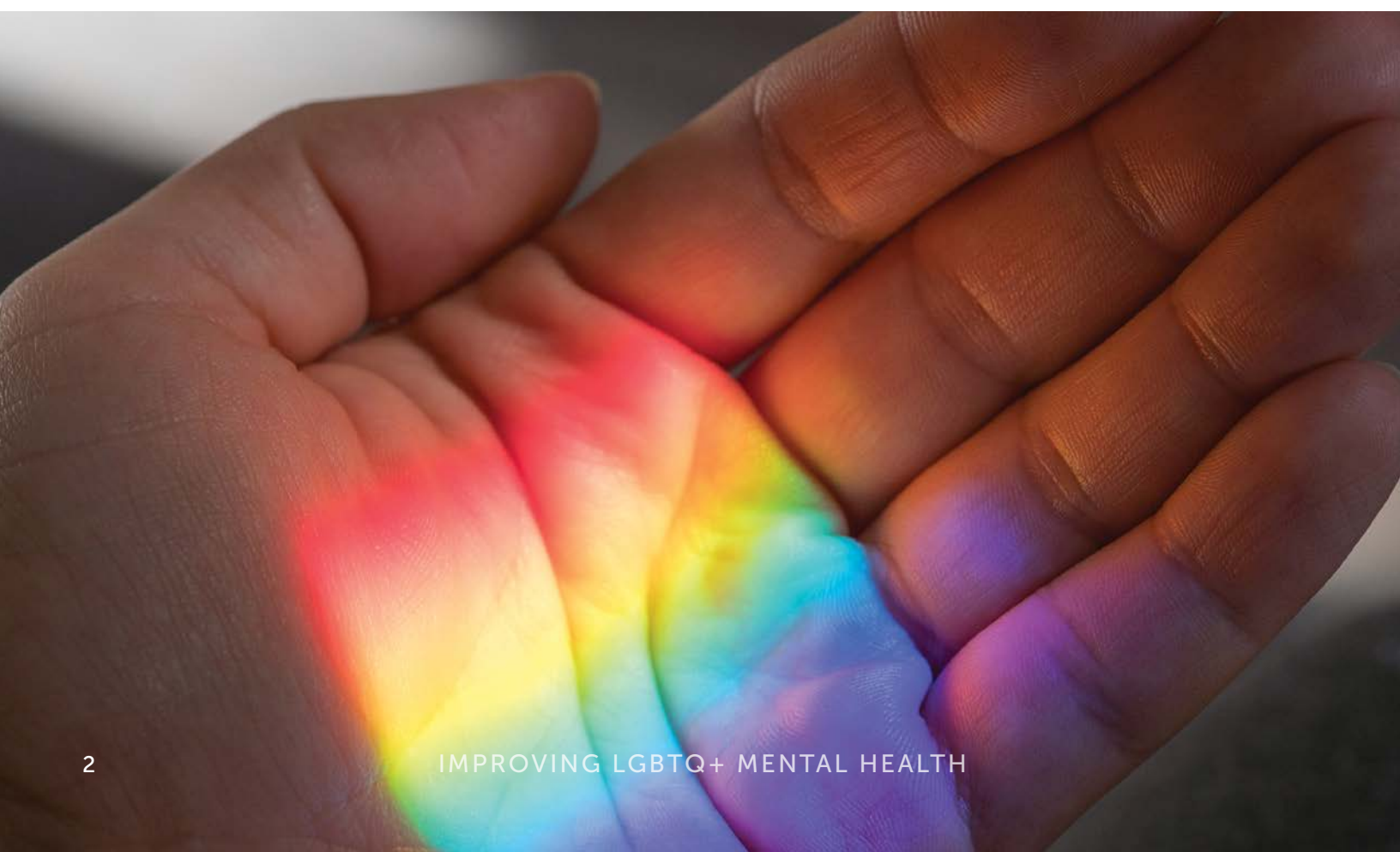
ENVISION:YOU **IMPACT REPORT 2023** CONNECTIONS



2023 IMPACT REPORT

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A MESSAGE FROM OUR CEO

As we reflect on the past year, I am honored to share with you the impactful ways Envision:You has made a difference in the lives of many. Our commitment to building bridges, forging relationships, and creating a more connected, inclusive community has been at the heart of our endeavors.

At Envision:You, we believe in the power of connection, which goes beyond the surface, delving into the core of what it means to be human. This year, we have actively pursued and celebrated connections in various dimensions.



Connecting families and communities: Our Q is for Questioning initiative has been instrumental in strengthening bonds within families and communities. By fostering understanding, acceptance, and open dialogue, we aim to create a more united and supportive environment for LGBTQ+ youth.

Connecting meaningful and authentic therapeutic relationships: The Behavioral Health Provider Training Program has played a pivotal role in saving lives and fostering authentic therapeutic bonds. We're proud to witness the transformative impact this program has had on individuals, promoting mental health and well-being for LGBTQ+ individuals.

Connecting to vulnerability and creativity: Within our organization, innovation has evolved into a dedicated space for embracing vulnerability and nurturing creativity. This initiative serves as an encouragement for all of us to delve into our authentic selves, fostering a profound understanding of our individual identities. It enhances the richness of our shared human experience and highlights the interconnection between our personal journeys and our work. Furthermore, this effort empowers us to cultivate innovative approaches to tackle the challenges inherent in our responsibilities.

Connecting donors and sponsors: Our community events have served as a bridge, bringing together generous donors and sponsors with the vibrant and diverse queer community. Through these interactions, we have strengthened our support networks and amplified our collective impact.

Connecting to new ideas and perspectives: In the digital realm, Envision:You continues to educate and communicate with our community through social media, our monthly newsletter Empowered, and other outreach efforts. Our objective is to challenge, inspire, and broaden perspectives.

Connecting legislators and state officials: Advocacy remains a core pillar of our mission. By sharing the necessary and vital stories of queer individuals, we connect decision makers to the lived experiences that should inform affirming policies. Through these opportunities, we aim to create positive change on a systemic level.

Here's to another year of transformative impact for the LGBTQ+ community.

With appreciation,

A handwritten signature in black ink that reads "Steven Haden". The signature is written in a cursive, flowing style.

Steven Haden (he/him)
Founder & CEO, Envision:You





LEADERSHIP & CULTURE

Our leadership is committed to the continuous journey of being a workplace of choice for those seeking to grow as professionals and minimize mental health inequities for LGBTQ+ individuals in Colorado and beyond. The work we do is emotionally taxing, and burnout is common in helping professions and nonprofits.

In January 2023, we moved to a 36-hour workweek, closing our offices on Friday afternoons to give staff some additional time to recover and focus on their wellness. We also instituted an office closure for the first week of July to help folks recharge from Pride season. We believe that work-life balance is necessary for our staff to keep showing up for the fight.





To serve the LGBTQ+ community, we must serve ALL of the LGBTQ+ community, including many identities that are not represented by our staff, interns, and Board of Directors. We're continuously learning about new perspectives and experiences as part of our everyday work, yet we know that the work of inclusivity, diversity, equity, and accessibility must go deeper. We partnered with MiDian Z. Holmes, a Denver Five Points native and consultant, to help our staff think about representation in the workplace in an effort to dismantle white supremacy culture at work. Through her sessions, we learned how to be accomplices to support the work of other systemically impacted communities, and look at our individual and organizational biases. We are better for it, and will continue this partnership in 2024.

INCLUSIVITY, DIVERSITY, EQUITY, AND ACCESSIBILITY (IDEA)



"Envision:You has exemplified unwavering dedication in embracing homegrown initiatives aimed at enriching their perspective on diversity, equity, and inclusivity. Their resolute commitment to fearlessly challenging biases, advocating for differences, and meticulously refining internal structures while extending their impact externally is nothing short of admirable. Collaborating with their team has been an ongoing privilege, enriched by their relentless pursuit of progress. We proudly endorse their leadership and mission, recognizing them as a trailblazing model for cultivating equitable spaces within organizations."

MiDian Z. Holmes
Founder, 8PM Consulting



Behavioral Health Provider Training Program

We've all had the experience of someone in a position of power not understanding us or where we're coming from. Maybe it was a boss, or a teacher, or a parent. But what if it's the person we're supposed to be the most vulnerable with, our therapist? Turns out that for LGBTQ+ people, that experience is pretty common.

In 2023, we trained more than 500 mental health professionals on how to deliver LGBTQ-affirming care. If each of these providers saw 10 LGBTQ+ clients, the number of queer people who would have a better experience in therapy would fill Red Rocks Amphitheater. And those clients would be more likely to stay in therapy, rather than leaving due to trauma caused by untrained providers.

BEHAVIORAL HEALTH PROVIDER TRAINING PROGRAM

"Envision:You has been an invaluable partner in our efforts to enhance our mental health services for LGBTQ+ individuals. Their trainings have not only equipped us with the knowledge to be more responsive to the unique needs of this community, but also fostered an environment that encouraged vulnerability and participation. The work Envision:You does is vital, and it's an honor to be a part of it."

Kaylee Jeffrey

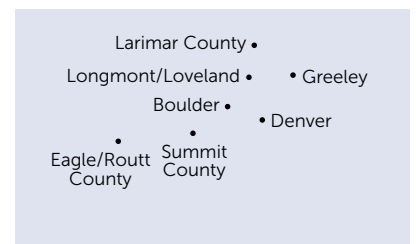
LCSW, Clinical Director, The Child and Family
Therapy Center of Denver





Q IS FOR QUESTIONING

Q is for Questioning has brought together dozens of trusted adults of queer youth around Colorado - all in service of creating more affirming relationships and spaces. Families in our Eagle and Routt Counties workshop series were particularly struggling to reconcile their belief systems with the needs of their LGBTQ+ children. Our workshops provided a comforting place for them and other families to explore their biases, and grieve the specific lives they imagined for their kids. Staff from Mountain Pride and Mountain Youth were available to talk about local resources and the specific political climate of the area. Six months later, families are still connected to those local organizations in support of the youth in their lives.



2023 Workshop Locations and Partners





PUBLIC POLICY & ADVOCACY

Advocacy remains a core pillar of our mission. Last year, there were over 600 anti-LGBTQ+ bills introduced in the U.S. - most seeking to push our community into the shadows and make us invisible. But we will never be invisible, and we are still here.

Still, it's an uphill battle to have our stories heard in the rooms where life-altering decisions get made. We continue to support affirming legislation and provide compelling, fact-based, and community-centered testimony. This past year, we launched our first-ever learning session for mental health professionals to engage with state legislators, learn about the legislative and regulatory process, and participate in mock testimonies. We're honing the next generation of political advocates by sharing best practices we've learned over the years of engaging at the State Capitol.





Through strong partnerships with the University of Denver, Metropolitan State University, and University of Colorado at Colorado Springs, we've had the opportunity to collaborate with 12 outstanding social work interns throughout the year. These interns played a vital role in our organization, extending their support beyond traditional intern activities.



Their contributions ranged from actively participating in fundraising events to assisting in curriculum development, starring in educational role-play videos, and advocating at the Capitol. They also played a key role in creating engaging social media content.

The true value of our internship program lies in the unique perspective each intern brings. Their passion, personal experiences, ongoing academic pursuits, and dedication to continuous learning enrich our organization in profound ways. This combination of factors fosters a vibrant environment that not only benefits the interns' professional growth but also significantly shapes our work, culture, and ultimately, our impact.

INTERN PROGRAM





Nothing says queer quite like drag, show tunes, and flowers. Miss Zarah Misdemeanor and America Jackson took our more than 300 guests at the Denver Botanic Gardens through a rousing game of "Name That Tune," putting the FUN in fundraising. We also heard from our Lean on Me award winners: Executive Director of Colorado Department of Human Services Michelle Barnes and Diversus Health. Diversus committed to sending all their staff through our Behavioral Health Provider Training Program, cementing an organizational dedication to making their space a safe and affirming one for all LGBTQ+ people.

ANNUAL GARDEN PARTY





ANNUAL ART SHOW

The 2023 Art Show and Auction was a celebration of how art can inspire recovery and encourage good mental health. We were honored to have Jameson Johnson aka Ophelia Peaches speak to their lived experience as a genderfluid person, an artist, and a Teen Vogue "20 Under 20" honoree. They participated in our Queer Art Showcase with AI-enabled renderings of fictional drag queens. Their work pushed the guests to reflect on the systems that often decide what art, gender identities, and expressions are valid. We were inspired and moved, and we sent several generous donors to Mexico.

ENVISION:YOU ANNUAL ART SHOW





INNOVATION

Every two weeks, we distribute an Innovation Bulletin to our staff, interns, and Board of Directors with content that makes us reflect and consider perspectives that may not come up in our day-to-day work. Team members have shared that the discussions fostered by this initiative allow for a sense of connection with one another and exploration of their own identities.

This initiative also allows space to flex our value of continuous learning. In September, our Program Manager Zamora Evans gave a presentation about Narcan (Naloxone) and its administration. Within our internal team of staff and interns, participants have varying personal and professional experiences with Narcan. It was an opportunity to come together to share knowledge and resources, and discuss harm reduction as an organizational value.



FINANCIAL REPORT

OPERATING INCOME

\$121,446

A nearly 75% increase from 2022 - which goes directly back into our programs and staff development efforts.

Despite the persistently challenging fundraising landscape for nonprofits, particularly those focused on LGBTQ+ causes, we've ultimately experienced our most successful year in history. Fewer than 25% of 1% of philanthropic dollars go to LGBTQ-specific organizations - less than two dimes per every \$100 in the fundraising world.

\$1,277,264

REVENUE

75%+

\$1,155,818

COSTS

Gold
Transparency
2024

Candid.



SUSTAINING SPONSORS & DONORS

In a world where LGBTQ+ individuals often encounter prejudice, violence, and the distressing toll of mental health disparities, Envision:You programs and initiatives emerge as a beacon of hope. Our Sustaining Sponsors work with us all year long – supporting us with their finances, their networks, and their shared spirit for uplifting the LGBTQ+ community.

We're building deeper relationships with our sponsors by offering program-related benefits and opportunities to engage more of their staff in our work. Our sponsors can take advantage of organization-specific Q is for Questioning workshops or presentations exploring mental health and well-being with a special focus on LGBTQ+ perspectives.

SUSTAINING SPONSORS





Envision:You staff, interns, and board members attending the 2023 Art Show

MAJOR DONORS & LEADERSHIP CIRCLE

We extend our heartfelt gratitude to each of our major donors and Leadership Circle funders for their generous support and unwavering commitment to the LGBTQ+ community. Their contributions are instrumental in advancing mental health awareness and well-being within our community.

Their partnership enables us to continue our mission of providing essential resources and support to LGBTQ+ individuals, empowering them to thrive mentally and emotionally. Together, we're making a tangible difference in the lives of those who need it most.





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