

# 2025

## Annual Report

FOR **ALL** OF US

ROCKY  
MOUNTAIN **equality**

# A LETTER FROM THE CEO

The last year tested us. It also showed us who we are.

In 2025, LGBTQ+ people and communities across the country faced an unprecedented wave of federal executive orders, legislative attacks, and political targeting. In Colorado, anti-trans ballot initiatives entered signature collection and have since been approved for the 2026 ballot, threatening our community, our families. In Washington, D.C., rules were rewritten to erase us from data, from healthcare, and from public life.

And yet here we are: still showing up, still building, and still celebrating.

At Rocky Mountain Equality, we chose to respond to each threat not just with resistance, but with expansion. We fought in the state legislature for our communities, beating back harmful policies while strengthening our protections. We continued to grow our reach in Larimer County. We traveled to Washington to meet with national partners and fight for Colorado's LGBTQ+ people at the highest levels. And we hosted our first-ever Loveland Pride, attended by 1,500 people who needed to celebrate who they are with their community.

We served more than 34,000 people last year, and every one of those interactions was a declaration that this work matters, that this community matters. Our lives, our safety, and our right to celebrate are worth fighting for.

And you can be sure that Rocky Mountain Equality will keep fighting: for our youth, for our trans community, for our families, for queer and trans people of color, and for every LGBTQ+ person in Northern Colorado and beyond who needs somewhere to turn.

I hope that this report is a reminder of what we're building together, not just for some of us, **for all of us.**

With gratitude and determination,

**Mardi Moore (she)**

*Chief Executive Officer  
Rocky Mountain Equality*



# A LETTER FROM THE BOARD PRESIDENT



When I think about what Rocky Mountain Equality accomplished in 2025, I feel something that has been harder to come by lately: pride.

Not just pride in our programs or our numbers, but pride in the character of this organization and in the way our staff, volunteers, and community show up every single day for one another and for people they may never meet.

Last year, Rocky Mountain Equality provided support, services, and meaningful connection for people in nine different counties.

We built new coalitions and deepened existing ones. We increased our programs and services for communities we hadn't yet fully reached, including older adults, Spanish-speaking people, and families with trans kids facing a frightening federal climate.

None of this happened by accident. It happened because this organization has always believed that supporting the LGBTQ+ community means supporting all of us. That belief is what drives us. That belief is what makes this work possible. And that belief is what we celebrate in these pages.

I hope that, like me, when you look at what this organization has done and will continue to do, you can envision a world where LGBTQ+ people and our families thrive.

**This is for all of us.**

Onward,

**Bryn Long (he)**

*2025 Board President  
Rocky Mountain Equality*

# 2025 BY THE NUMBERS

More than 34,000 people served in 2025

## Most attended events

**Boulder County Courthouse Dedication:** 482 attendees

**NoCo CIC Block Party:** 350 attendees

**The Gayla:** 297 attendees

**Bending the Arc Reception:** 250 attendees

**Youth Pride:** 250 attendees

**HoliGay Party:** 220 attendees

**Lunar New Year Celebration:** 220 attendees

**Spring Fling Kiki Ball:** 218 attendees

## 9+ Counties including

Adams | Arapahoe | Boulder | Broomfield | Denver | Gilpin  
Jefferson | Larimer | Weld

**900+ people** trained in LGBTQ+ education

**More than 300** active volunteers

## More than 3 million people reached through social media

**More than 6,000 people** reached with our email updates

**898 podcast listens** in the first 6 months after launch

# \$35,747

distributed to 134 community members in need for basic needs, co-pay assistance, vital documents, and housing assistance

**\$7,911** distributed to 15 community members to help them maintain stable housing

# BY THE NUMBERS

More than

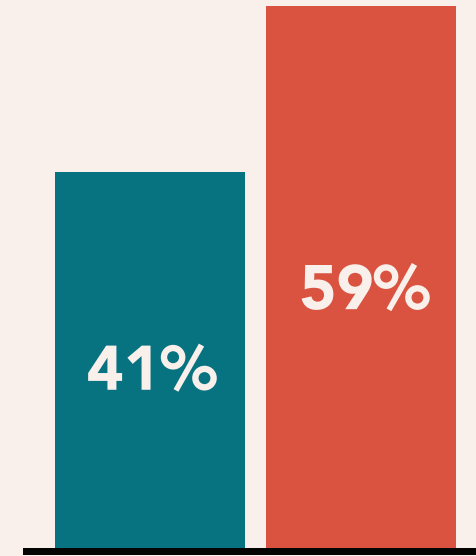
**900**

unique individuals  
were **youth**

More than

**200**

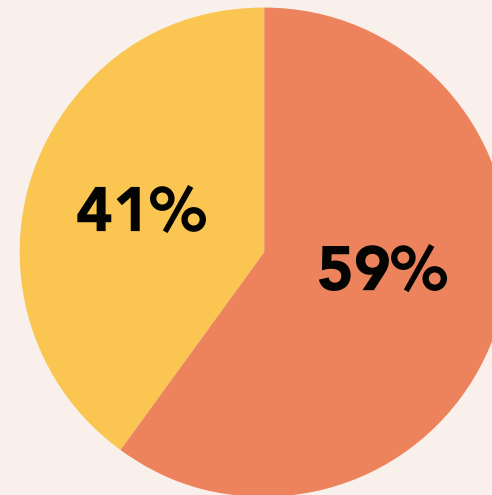
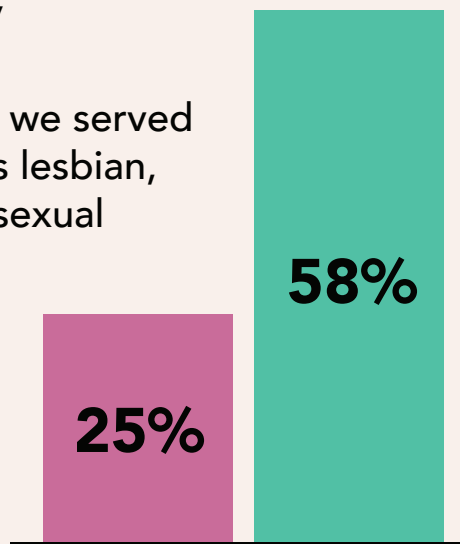
unique individuals  
were **ages 50+**



• **41%** of people we served identify as a person of color

• **25%** of people we served identify as trans and/or nonbinary

• **58%** of people we served identify as lesbian, gay, or bisexual



• **41%** of people we served live in Boulder County

• **59%** of people we served live outside of Boulder County

# MEETING THE MOMENT

Fighting for each other, our communities, and a better world means showing up at protests and advocating for inclusive policies and legislation. We did that. Fighting also means working to make sure we all have access to food, housing, healthcare, community, and opportunity. We did that too.

Just days after the 2025 Presidential Inauguration a flurry of hateful and aggressive executive orders targeting LGBTQ+ people, particularly trans youth and their families, begin to be issued alongside anti-environment, anti-woman, and anti-immigrant executive actions. With good reason, the community was frightened, trans people and their families were frightened, and honestly, I was frightened. We were all looking for answers and support.

But we didn't hide. We did what LGBTQ+ people have always done, and Rocky Mountain Equality got to work. Within weeks of the first executive orders, we launched town halls for education, peer support groups for trans people and parents of trans youth, and new virtual support services. We were able to purchase two vans to increase access to our programs. Larimer County youth programming now rivals Boulder in attendance numbers, and we added a Northern Colorado case manager and new programs for elders and parents.

History has always demanded a lot from LGBTQ+ people and their allies. 2025 required something more and something different. With your support we met the moment, and we have no intention of slowing down now.

**It's for all of us.**

**Bruce Parker (he)**

*Executive Director  
Rocky Mountain Equality*



# NEW IN 2025

## Family & Parent Support

Town hall for parents of trans kids, virtual and in-person peer support groups, family social activities, educational workshops  
*Launched in direct response to the 2025 executive order environment*

## Queer Writes

New creative community space for queer writers in Fort Collins

## Hands Off Colorado

Voter education campaign launched to oppose two anti-trans ballot initiatives proposed for 2026

## Statewide Transgender Support Group

Virtual group created to serve those in more rural areas across the state

## Housing Assistance Offered

Financial assistance provided to 15 community members in order to secure or retain their housing

## Two New Passenger Vans

Enabling programming across a wider geographic region  
*Federally funded through Congressional Directed Spending and Senator Bennet's office*



# EXPANDED IN 2025

## **Youth Programming in Larimer County**

NoCo youth attendance has risen to the levels of our Boulder youth programming

## **Programming for Communities of Color**

New outdoor programs, career summit to develop and enhance professional skills, and increased outreach and partnership with Indigenous communities

## **Behavioral Health**

Now two full-time case managers and bilingual services

## **50+ Programming**

Supper Club dinners, queerly aging educational series, and 50+ behavioral health services

## **Loveland Pride**

Pride festivals planned included Loveland Pride for the first time



# FIGHTING FOR ALL OF US

*Advocacy, Policy, and Community Education*

2025 demanded more of us, and we showed up. From the state capitol to the halls of Congress, RMEQ fought to protect our community, defeat harmful legislation, and keep LGBTQ+ people visible in the policies that shape their lives.



## At the State Legislature

### RMEQ Led

**HB 25-1109** was signed into law, ensuring that trans and non-binary Coloradans will have their gender identity accurately reflected in death, a matter of dignity.

### Bills Defeated

**Seven anti-LGBTQ+ bills** were introduced in the 2025 Colorado Legislative Session. RMEQ opposed them all. All failed.

### Bills Supported

**Nine pro-LGBTQ+ bills** were introduced the 2025 Colorado Legislative Session, and RMEQ supported them all, including:

- Protecting the Freedom to Marry
- Expanding legal protections for transgender individuals
- Protecting access to gender-affirming health care
- Allowing Medicaid reimbursement for Planned Parenthood patients
- Expanding protections for undocumented immigrants
- Removing the term "homosexuality" from criminal code
- Protecting and expanding voting rights



# Ballot & Election Work

## Hands Off Colorado

Educating voters and building opposition to two proposed anti-trans ballot initiatives, as well as monitoring additional measures that could appear on the 2026 ballot. It will oppose any anti-trans measures that make it onto the ballot in 2026.

## School Board Elections

Worked in 9 school board districts, hosted 6 candidate forums, and educated voters about candidates' positions on key LGBTQ+ issues.

## Local Ballot Measures Supported and Passed

- **Boulder County 1B:** Mental health sales tax with LGBTQ+ prioritization
- **Larimer County 1B:** Early childhood education funding

## Community Education

Because protection doesn't stop at policy, RMEQ helped our community stay informed and prepared.

**3** virtual town halls responding to 2025 executive orders

**6** school board candidate forums

New parent and family speaker series

# Federal Advocacy

In a year of relentless federal attacks on LGBTQ+ rights, RMEQ showed up nationally, traveling to Washington, D.C. to build relationships with key allies including the Trevor Project, Advocates for Trans Equality, Victory Fund, PFLAG National, the American Association of Pediatrics, and the Council for Global Equality.

## Public Comments Submitted

**Public Service Loan Forgiveness changes**  
*opposing narrowed nonprofit eligibility*

**Centers for Medicare and Medicaid Services rule**  
*opposing ban on employer coverage of gender-affirming care*

**Federal Trade Commission actions**  
*opposing investigation targeting gender-affirming care providers*

**Medicare Current Beneficiary Survey**  
*opposing removal of trans demographic questions*

**National Crime Victimization Survey**  
*opposing removal of gender identity questions*

**Department of Homeland Security proposal**  
*opposing biometric data collection to prove "biological sex"*

## Coalition Sign-Ons

**HRC**  
*in support of the Equality Act of 2025*

**National Council of Nonprofits**  
*opposing harmful provisions in the "One, Big, Beautiful Bill"*

**GLSEN**  
*opposing Education Secretary's anti-LGBTQ+ actions*

**The Leadership Conference on Civil and Human Rights**  
*opposing a transgender sports ban*

**Boulder County District Attorney's Office**  
*opposing removal of gender identity questions from national hate crime survey*

**National Women's Law Center**  
*opposing measures targeting transgender people and equal opportunity protections for federal contractors*

**Broad coalition of 90+ organizations**  
*opposing cuts to reproductive healthcare for veterans*



# SPACE FOR ALL OF US

## *Support, Services, and Cultural Programs*

Every program in this section starts from the same belief: our community deserves places to belong, people to lean on, and room to grow, all on their own terms. Here are a few of the ways we helped to create spaces for our community in 2025.

## Belonging

Some of the most powerful things RMEQ does happen in a room full of people who finally feel at home. In 2025, we created and held those spaces, from high-energy Kiki Balls drawing 200+ attendees each, to cultural celebrations marking Juneteenth, Indigenous Peoples Day, and Días de los Muertos and more.

**Transgender Day of Remembrance** gathered people together in Boulder and Fort Collins to grieve and honor those we've lost, and find strength in each other to keep moving forward.

**Kiki Nights** continued in Boulder and expanded into Fort Collins to share Ballroom culture and history with the community.

**Supper Club** brings adults ages 50+ around the table regularly.

**Family Social Activities** make room for LGBTQ+ kids and their families, and our youth groups served nearly 500 youth.



# Support

When someone in our community is struggling, RMEQ meets them where they are.

Our case management team connects individuals with affirming long-term care, and in 2025, we added a second full-time case manager and bilingual services to meet the growing need. The Point provides short-term behavioral health support for uninsured and underinsured community members, and professionally facilitated therapy groups organized around shared identities give people a space to process, grow, and be seen together.

279

people received  
case management services

385

therapy sessions  
through The Point

70

Naloxone kits  
distributed

112

1:1 coaching  
sessions

**We held regular gender support groups** for transgender and gender-expansive adults in Boulder and Fort Collins. The Fort Collins group was added in 2025 by partnering with a local member of the community to support her effort.

**Pride in Recovery** continues to offer peer-led coaching, one-on-one sessions, and Naloxone distribution to those navigating recovery.

**Family peer support groups** run virtually and in-person on an ongoing basis to support parents as we navigated challenging and constantly changing policies targeting transgender youth.

## Growth

RMEQ also creates opportunities for learning and development that are affirming by design. Educational workshops help parents and caregivers navigate today's environment with confidence.

The new Melanated and Motivated Career Summit brought people together for professional development centered on queer and trans people of color, and outdoor programming for queer and trans people of color opened up another kind of space: one that is healing and joyful.

The Queerly Aging Educational Series addresses topics specific to older LGBTQ+ adults and some of the unique challenges they may face.



# CELEBRATING ALL OF US

*Pride, Joy, and Community*

This community knows how to show up, and in 2025, we gave them plenty of reasons to. From packed Pride festivals to queer comedy shows, RMEQ brought people together to have fun, make art, and celebrate who we are.

## Pride 2025

Rocky Mountain Equality hosted three Pride festivals, including Loveland Pride, which RMEQ hosted for the very first time in 2025. Across Boulder, Longmont, and Loveland, thousands of people showed up to be visible, be together, and be proud.



**8,500**

attendees at  
Boulder Pridefest

**7,000**

attendees at  
Longmont Pride

**1,500**

attendees at  
Loveland Pride

# On Stage and on the Page

From comedy shows to writing workshops, 2025 was a full year for LGBTQ+ arts.

The Assembly, a new quarterly queer comedy night in Fort Collins, found its footing and its audience.

Writing workshops in Boulder and Fort Collins ran throughout the year, alongside monthly open mics and special performances across Boulder County. These aren't side offerings; they're how our community processes, creates, and makes meaning together.

**Colorado Queer Comedy Festival**, featuring LGBTQ+ comics from across the U.S. and Canada  
More than 400 attendees across four shows in Boulder, Fort Collins, and Denver

More than **200** attendees  
each at our **3 Kiki Balls**

More than **150** attendees at  
**Queer Circus** during Pride Month





## Proudly Out of Line Podcast

Launched in June 2025, Proudly Out of Line quickly became a new way for RMEQ to highlight community voices, reaching nearly 900 listeners in its first months. Serious and hilarious, local and national, these are the conversations we want to be having.



## Our 2025 Guests

**Kate Kendell**  
*CEO of the Gill Foundation*

**Ren Q. Dawe**  
*Comedian*

**Joe Neguse**  
*Congressman*

**Alok Vaid-Menon**  
*Writer and performer*

**Phil Weiser**  
*Colorado Attorney General*

**Michael Dougherty**  
*Boulder County District Attorney*

**Joy Oladokun**  
*Musician*

**John Waters**  
*Filmmaker and cultural icon*

# POWERED BY ALL OF US

*Volunteers, Community Partnerships, Training, Speaking Out*

## Volunteers

Volunteers power our GAYLA, to Rainbows Over Boulder County, to Pride, and our many other events year-round.

More than

**300**

active volunteers.

**125**

new volunteers trained.



## Faith Outreach

Convened **17** faith leaders.

Partnering with faith communities to foster inclusive practices and expand LGBTQ+ affirmation in religious spaces.





## LGBTQ+ Inclusivity Training

**900+** people trained in 2025

### Types of organizations reached:

Legal offices, health systems, chambers of commerce, victim services organizations, nonprofits, businesses

## Safety in Pride

Trains and consults with law enforcement and public safety agencies on LGBTQ+ inclusion + engagement.

### Liaison network grew in 2025

Worked with more than **30** law enforcement professionals

## Speaking Out

LGBTQ+ speakers sharing their stories in schools and organizations to build understanding reduce isolation.

**843** students reached

# FOR ALL OF US

## *Finances & Donors*



### **A Note from the 2025 Board Treasurer, Angie Adkins**

Serving as Treasurer of Rocky Mountain Equality means more than watching the numbers, it means understanding what those numbers make possible.

This was a year of real financial maturity for RMEQ. Our revenue grew significantly over 2024, and, just as importantly, it grew in a balanced way. No single funding source carried the weight of the whole. Individual donors, foundations, and government partners all showed up for our community, and that kind of diversity is what allows an organization to weather uncertainty and keep its focus on mission rather than survival.

We also spent thoughtfully. Our largest areas of investment were advocacy and behavioral health, exactly where our community needs us most in this moment. We finished the year with a meaningful surplus, strengthening the reserves that protect our ability to serve no matter what the political or economic climate brings.

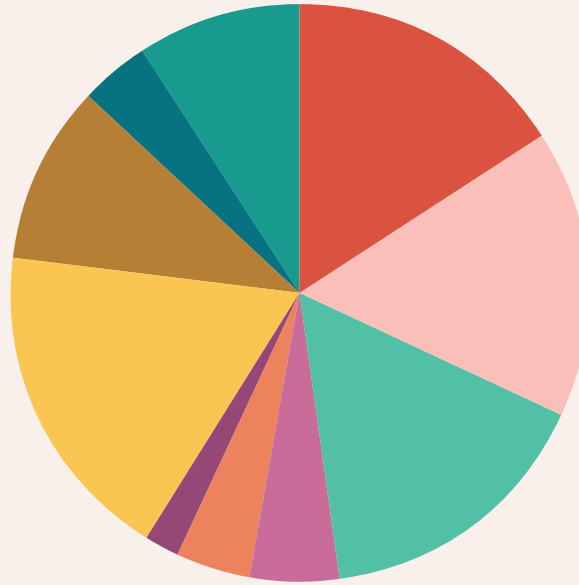
What I find most encouraging heading into 2026 is not any single figure, but rather the trajectory. RMEQ is not just larger than it was a few years ago; it is more stable, more strategically funded, and more capable of handling the unexpected. That is the product of disciplined stewardship by staff, generous commitment from donors and grantors, and a board that takes its fiduciary responsibility seriously.

The detailed financial charts that follow tell the fuller story. This report is released prior to completion of our annual audit; finalized statements will be available upon request once the audit is complete.

# 2025 Operating Expenditures by Class

Total expenses: \$4,199,590

- **18%** Advocacy  
\$737,407
- **16%** Behavioral Health & Wellness Services  
\$683,926
- **16%** Operations  
\$677,769
- **16%** General Programs  
\$652,243
- **10%** Youth Programming  
\$411,418

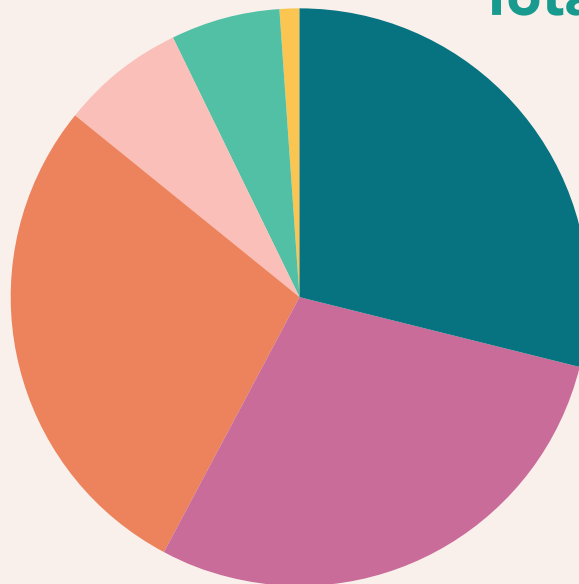


- **9%** Fundraising  
\$384,530
- **5%** Prevention & Recovery Services  
\$225,532
- **4%** Events  
\$184,469
- **4%** Pride Programming  
\$148,549
- **2%** Community Education  
\$93,748

# 2025 Operating Revenue Sources

Total revenue: \$4,875,333

- **29%** Individual Giving  
\$1,423,502
- **29%** Foundations  
\$1,434,070
- **28%** Government Grants & Contracts  
\$1,355,883



- **7%** Corporate Donations  
\$360,131
- **6%** Special Events  
\$268,819
- **1%** Other  
\$32,929

*\*Unaudited*