



IMPACT

IMPROVING LGBTQ+ MENTAL HEALTH

ENVISION:YOU
2021 ANNUAL 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 VISION

CEO and Co-founder Steven Haden, a therapist with his own complicated mental health journey, including a substance use disorder and suicidality, started Envision:You because he experienced firsthand the disproportionate challenges that LGBTQ+ individuals face when navigating a society not built for them and accessing affirming mental health care and social support systems. Envision:You now empowers LGBTQ+ people through community-created support programs, public awareness campaigns, and advocacy to elected officials and policymakers, as well as evidence-based training for care providers, LGBTQ+ focused research, and community partnerships. Our vision is a world that provides affirming and universally accessible care for those who seek it and supports the values and experiences of a diverse LGBTQ+ community with outcomes equal to those of their heterosexual and cisgender peers.

A MESSAGE FROM OUR CEO

This past year was a challenging year for us all. A continuing pandemic, an unprecedented strain on our healthcare system, anti-trans and anti-queer legislation popping up across the country—for a non-profit working towards behavioral health equity for LGBTQ+ individuals, we had a lot to overcome. However, in the face of great challenges is where we find resilience. We released the results of our State of the State survey—over 100 pages of data pulled from nearly 600 LGBTQ+ Coloradans—helping us make the case for the services our community needs. We began developing population-specific modules for our Behavioral Health Provider Training Program, ensuring that youth, seniors, trans and non-binary folks, and people of color within the queer community have their specific needs and trauma addressed when they visit a mental health professional. We advocated for, testified on, and created legislation at the statewide level that will help our communities thrive. And we threw some fantastic community events along the way, including our annual Garden Party and Art Show where we take time to uplift the experiences of those whose mental health has been impacted.

Political and environmental crises make it even more difficult for queer people to live their best life. This is why we keep showing up for the 300,000 LGBTQ+ Coloradans who must navigate a world in which discrimination and fear of harassment or violence are all too common. We show up for the queer kid that is homeless because the family they were born into won't accept their identity. We show up for the trans woman who is consistently misgendered as she tries to navigate a behavioral health system that was not built for her. We show up for all LGBTQ+ individuals who experience pervasive trauma and stress that have serious consequences for their well-being. I want to extend a personal note of gratitude to all of you - our staff, board members, community partners, donors, and allies - who continue to show up for them as well.

Warmly,



Steven Haden, MSW, MBA (he/him)
Chief Executive Officer and Co-Founder of Envision:You



ENVISION:YOU VISIONARIES

BOARD OF DIRECTORS

Anthony Aragon (he/him)
Rich Bailey (he/him)
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STAFF

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Zamora Evans (they/them)
Michelle Garcia (she/her)
Steven Haden (he/him)
Marie Hafner (she/her)

Zak Hyde (he/him)
Joey Kyle-Di Pietropaolo (she/her)
Adriana Lopez (she/her)
Erika Nelson (she/her)
Maggie Phillips (she/her)
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INTERNS

Alex Asare (they/them)
Louis Yurkovic (he/him)
Nikki Flemate (she/they)

Peyton Coder (he/him)
Riley McKelvy (she/her)

CONSULTANTS

Aaron Cohen (he/him)
Victoria Giles-Vazquez (she/her)
Nancy Littleford (she/her)

Susie Roman (she/her)
Deb Stallings (she/her)

ENVISION:YOU PROGRAMS AT WORK



Program for individual and peer-to-peer support, and access to affirming care

You:Flourish

A smartphone application that will address the significant barriers for LGBTQ+ individuals finding mental and behavioral health care practitioners and resources that affirm their identity and life experience. This app will address this need by creating a vetted database that will not only include LGBTQ+ friendly behavioral health resources but also provide health maintenance tools and community building opportunities.

The Challenge

- 99% of individuals who participated in the State of the State survey said they would use a directory of affirming providers and resources to support their mental health and wellness
- 43% of LGBTQ+ Coloradans state they have an unmet need when it comes to their mental and emotional health
- 20% of Colorado's LGBTQ+ community report their behavioral health provider invalidated their identity

The Change

- Incorporated You:Flourish as a standalone Public Benefit Corporation
- Finalized app design, provider vetting process, and peer community behavior change model
- Acquired initial seed funding from donors in San Francisco to begin hiring strategic partners

A COMMUNITY PEER SUPPORT PROGRAM THAT CONNECTS LGBTQ+ FOLKS IN SE & SW COLORADO

FINDING HOPE

Join Finding Hope - Your TQ+ Community Peer Support Program

Free resource connects LGBTQ+ folks in Southwest Colorado to a series of bi-weekly support sessions led by local LGBTQ+ Community Members! More and register at:

envision-you.org



Finding Hope is a safe and affirming space to connect about your overall wellness! Topics for discussion include practices for gratitude, relationship skills, creating a plan for change, and much more.

[f](https://www.facebook.com/envisionyouco) [@envisionyouco](https://www.instagram.com/envisionyouco)

Program for peer-to-peer support for rural Coloradans

Finding Hope

A peer-to-peer support group program with a network of LGBTQ+ individuals with lived behavioral health experience to provide support and mentoring to those who need it. Aimed to aid individuals throughout several communities in Colorado with a special emphasis on rural Southeast and Southwest areas.

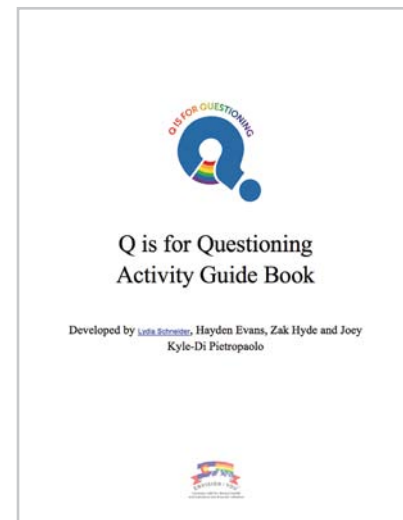
The Challenge

- LGBTQ+ people living in rural communities often face increased barriers accessing care and forming social support networks due to limited service providers, fewer social outlets, and more conservative views that can be common among towns with smaller populations

The Change

- Made program available to all rural communities across Colorado
- Developed twelve educational and interactive modules focused on topics like social media, queer history, mindfulness, and internalized homophobia
- Hired peer coordinators based in Southeast and Southwest Colorado to facilitate workshops within their own communities

ENVISION:YOU PROGRAMS AT WORK *continued*



Program for identity-affirming protective environments for youth

Q is for Questioning

A series of interactive workshops to be produced in several communities across Colorado. This program, aimed at parents, guardians, or family members of LGBTQ+ youth, hopes to foster 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

- 11% of youth respondents to the State of the State survey did not ask for help because they were afraid their parents would find out compared to less than 1% of older respondents
- 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.
- Interview participants also shared that younger youth are turning to alcohol to cope with feelings of isolation, self-hatred, and loneliness. Young adults are also more likely to experience the symptoms of a substance use disorder but less likely to receive treatment or be seen by a provider than their older counterparts.

The Change

- Awarded a multi-year grant from the State of Colorado Office of Behavioral Health to kickstart development and implementation of the program
- Developed the scope of work of a 2022 contract with the University of Denver's Butler Institute, who will evaluate the curriculum for evidence-based practices and create training and evaluation protocols for the program



Program 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 Change

- Connected with over 45,000 community members in 2021 and distributed How to Have the Talk materials across the state, including over 17,245 English tip cards and 2,500 Spanish tip cards
- Hosted and participated in a total of 12 live events including Queer Climb Night at Movement Climbing and Fitness
- Updated the website to make it more accessible, be more visually appealing, and easier to navigate - now includes our Instagram and the National Suicide Prevention Hotline for folks in crisis

ENVISION:YOU PROGRAMS AT WORK *continued*



Survey of nearly 600 LGBTQ+ Colorodans focused on mental health, substance use, and well-being

State of the State

In Envision:You's 2021 State of the State report, a respondent reported the following:

*"I think it is hard as a queer person to feel safe in general. And when it comes to mental health, it's basically essential to feel safe in a space before you can start healing and working on recovery or progress."
- Interview Participant"*

It is important that folks are educated and empowered to talk about mental health with their loved ones, especially their LGBTQ+ loved ones. This is especially important knowing that 1 in 2 respondents to the State of the State Survey had seriously considered suicide in the at some point in their life, and How to Have the Talk provides resources on supporting folks in those situations. The State of the State report highlighted that family and friends were two key factors in the support systems of LGBTQ+ individuals. Those branches of support can be better equipped through How to Have the Talk's education and resources.



Program to increase affirming behavioral health systems and providers

Behavioral Health Provider Training Program

A multi-phased training program that was created to address a need in the LGBTQ+ community for LGBTQ+ affirming care that addresses the biases that exist in the behavioral health care system and how providers can avoid using such biases and instead provide culturally relevant and affirming behavioral health interventions.

The Challenge

- 28% of respondents are worried about their mental health and that their concern has not been diagnosed or recognized by a behavioral health provider
- 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
- More than 10% of Colorado's LGBTQ+ community said a provider had tried to change their identity. This number was even higher, with 1 in 5, of BIPOC folks

The Change

- Trained more than 100 providers to provide identity affirming and culturally relevant behavioral healthcare to the LGBTQ+ community
- Secured partnerships with organizations like Diversus Health, Building Hope, Servicios de La Raza, North Range Behavioral Health, Second Wind Fund, Sondermind, and Mental Health Center of Denver to bring the training to their behavioral health providers
- Awarded a grant from Caring for Denver to begin development of four modules to add to our comprehensive Level 2 training. These modules will address population-specific care needs of LGBTQ+ youth, LGBTQ+ older adults, transgender and gender expansive individuals, and LGBTQ+ communities of color in order to better equip behavioral health providers for working with members of the LGBTQ+ community with these intersecting identities

ENVISION:YOU PROGRAMS AT WORK *continued*



Program for education, community building, and improving behavioral health systems

Colorado Behavioral Health & Wellness Summit

An educational Summit in partnership with the University of Denver centered around behavioral health issues and treatment that brings together people from across the community to educate them on tools and resources, discuss methods of change, and connect people. Please join us for the fourth annual Summit in February 2023.

The Change

- 43 sessions
- 496 total registrants (248 hybrid, 258 virtual only)
- 290 attended at least 1 session virtually
- Per session attendance avg: 4.7 in-person, 19.4 virtual, 24.0 overall
- \$1,243 made in donations

Program to advocate for legislation to improve behavioral health

Advocacy Efforts for Legislative and Policy Change

We work with and inform elected officials and policymakers about the disparities in care facing LGBTQ+ individuals. By doing so, we are actively engaging in advocacy efforts to ensure that mental health concerns of LGBTQ+ individuals are being addressed in legislation and policy.

The Change

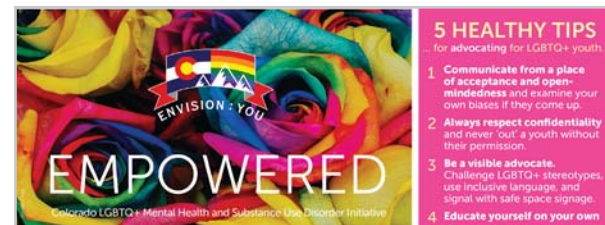
Envision:You closely coordinates with advocates and partner organizations at the federal and state level to support passage and implementation of policies that improve the mental health and well-being of LGBTQ+ individuals and our entire community.

- HB21-1068 Insurance Coverage Mental Health Wellness Exam The bill requires that health plans provide coverage for the total cost of an annual mental health examination of up to 60 minutes beginning in 2023. The bill was signed by the Governor. ***Envision:You testified in support of this legislation.***
- HB21-1097 Establish Behavioral Health Administration This bill requires the Department of Human Services (DHS) to develop a plan for the creation of the Behavioral Health Administration (BHA), and to establish the BHA with specified duties by July 1, 2022. The bill was signed by the Governor. ***Envision:You testified in support of this legislation.***
- HB21-1108 Gender Identify Expression Anti-Discrimination This bill modifies the definition of sexual orientation and add gender expression and gender identity to statutes prohibiting discrimination against members of a protected class. The bill was signed by the Governor. ***Envision:You testified in support of this legislation.***
- HB21-1258 Rapid Mental Health Response For Colorado Youth The bill establishes the Temporary Youth Mental Health Services Program. The program reimburses providers for providing up to three mental health sessions to youth screened into the program. The bill passed both chambers. ***Envision:You testified in support of this legislation.***
- SB21-181 Equity Strategic Plan Address Health Disparities This bill renames Health Disparities Grant Program, expands its functions, increases membership of the Health Equity Commission, and requires the Department of Public Health and Environment to prepare a biennial report on health disparities, among other things. The bill passed both chambers. ***Envision:You testified in support of this legislation and was successful in adding an amendment to the legislation to include disparities by gender identity and sexual orientation to the bill.***

ENVISION:YOU MONTHLY NEWSLETTER

ENVISION:YOU - Empowered

It is our intention to share important perspectives about issues of concern to members of the LGBTQ+ community, opportunities to engage in activities to promote wellness and wellbeing, and find affirming resources to enhance a person's mental health. Look for Empowered every month!



LGBTQ+ Youth Focus: Bullying Prevention Month

October is National Bullying Prevention Month, an awareness campaign that was founded in 2006 with the intention of making students, parents, and the public more aware of the consequences of bullying. Throughout the month, organizations and schools team up to provide resources and bring awareness to not only the results of bullying, but also how to prevent it. Organizations like PACER's National Bullying Prevention Center, one of the founders of the campaign, want to "transform a society that accepts bullying into a society that recognizes that bullying must - and can - be addressed through education and support."

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- #### 5 HEALTHY TIPS ...for advocating for LGBTQ+ youth.
1. **Communicate from a place of acceptance and open-mindedness** and examine your own biases if they come up.
 2. **Always respect confidentiality** and never "out" a youth without their permission.
 3. **Be a visible advocate.** Challenge LGBTQ+ stereotypes, use inclusive language, and signal with safe space signage.
 4. **Educate yourself on your own time.** Don't make youth explain every new term you come across.
 5. **Recognize system failures that impact youth.** Juvenile justice, education, and foster care all have systemic problems that impact LGBTQ+ youth at higher rates.
- LEARN MORE

ADVOCATE PAULA STONE WILLIAMS

Paula Stone Williams (she/her) is a well-known speaker and advocate for gender equity, LGBTQ+ rights, and tolerance in the Christian church. She wrote about her experience transitioning



The First Pride was a Riot

June is Pride Month, a month dedicated to celebrating the LGBTQ+ community and its history. The first Pride event was held in 1970 in New York City, and it was a riot. The Stonewall Riots were trans women of color who were the catalyst for the gay liberation movement. And despite the role transgender individuals played at the beginning of the movement, they were still relegated to the back of the Christopher Street Day March, or the first march, that was held the year of the Stonewall Riots.

- #### 5 HEALTHY TIPS ...for maintaining physical wellness
1. **Choose more whole foods.** The aim is to get more nutrient-dense foods (and yes, they can be frozen!).
 2. **Be active.** Find an activity you enjoy that involves movement. The form is not required.
 3. **Consult a registered dietitian for personalized advice.** Many grocery stores have a dietitian on staff that will provide free services; you can find a list of registered dietitians here or you can find a list of vetted online voices here.
 4. **Drink more water!**
 5. **Build consistent habits.** Respect wherever you are at by starting with small steps and allowing for imperfection.
- LEARN MORE

PROGRAM HIGHLIGHT: DIVERSITY, EQUITY, & INCLUSION INITIATIVE

Envision:You is committed to prioritizing and understanding the lived experiences of queer, Black, Indigenous, people of color (QBIPOC), and those with other intersecting, marginalized identities (e.g., older adults, persons with disabilities). To best support, educate, and empower members of Colorado's diverse LGBTQ+ community, Envision:You is dedicated to incorporating an intersectional lens to all current and future programming, as well as to its organizational standards. This is a continual process that strives to recognize the strength and resiliency that already exists within QBIPOC communities and build upon it to enact sustainable, impactful change.

LEARN MORE

- #### 5 HEALTHY TIPS ...for approaching intersectional conversations as an LGBTQ+ person of color.
1. **Consider your well-being and safety first and foremost.** Create ground rules and a safe space.
 2. **Prepare by thinking about how you feel and what you hope will come out of the conversation.**
 3. **Focus on your experience, and remember that you are the expert and your experience is valid.**
 4. **Don't put pressure on yourself to have an "effective" conversation.**
 5. **Take time to decompress, and then reflect on the outcome.** Read a full guide from the Trevor Project, including a guide for authentic allyship.

FRESH PRESS

This year, Denver Pride is going to be a hybrid event, with in-person and virtual opportunities to participate. Activities will include an in-person and virtual sit-down, a virtual parade, and the introduction of "Pride Hubs" throughout the city. These Pride Hubs provide an in-person option for those who want to gather in person while still limiting size. You can find a list of the hubs here.

LEARN MORE



Envision:You For more information on Envision:You visit our website: envision-you.org or contact us at info@envision-you.org

Nutrition and Mental Health

March marks the start of National Nutrition Month, an annual campaign created by the Academy of Nutrition and Dietetics. It is a time to focus on "making informed food choices and developing healthful eating and physical activity habits." We find ourselves in a time when such a campaign is sorely needed. The term "quarantine 15" is still floating around social media and people are struggling with what physical and mental wellness means for them in quarantine.

Zachari Breeding, registered dietitian nutritionist and owner of Sage Nutritious Solutions, remarked that factors like socioeconomic status, access to resources, culture, and identity all play a role when discussing individualized wellness. An individual's relationship with nutrition and their body is further complicated by the barriers of stigma, shame, and misinformation. He concluded that now is the time to forgive ourselves for any perceived shortcomings in physical wellness routines. It is time to get our minds and bodies ready for when we are truly free to pursue our goals again.

Zach suggests that accessing mental health resources is a good place to begin the journey towards personal health. This is especially true in the face of COVID-19. It is widely acknowledged that symptoms of anxiety and depression have worsened for many during the pandemic. The same is also being reported of behaviors associated with eating disorders (ED).

LGBTQ+ individuals experience unique stressors that may contribute to developing an ED. They also face unique challenges for accessing identity-affirming behavioral healthcare. This is especially impactful for ED treatment, which often centers around identity and acceptance.

Some statistics: Among men who have eating disorders, 42% identify as gay. Women who identify as lesbian or bisexual are 2 times as likely to report binge-eating at least once per month in a year. The reality is that research addressing transgender and gender non-conforming individuals is lacking. Yet the connection has been drawn between the internal experience of being trans and how it impacts the development of an ED. This is also true of people of color - we really don't know what

Envision:You For more information on Envision:You visit our website: envision-you.org or contact us at info@envision-you.org

Photo: Photo: Heather Lohr, @heatherlohr

ENVISION:YOU EVENTS

ENVISION:YOU Garden Party

The Envision:You Annual Garden Party serves to honor those champions who have shown unwavering support to Envision:You, without whom our work would not be possible. We also honor both a corporate ally and an individual ally to the queer community with our annual Lean On Me Award. This event also facilitates networking among the various community leaders, policy makers, stakeholders, and advocates that have shown a commitment to improving behavioral health outcomes for the LGBTQ+ population in Colorado, while also providing an opportunity to raise awareness around that topic.



Colorado State Representative Leslie Herod

ENVISION:YOU Art Show

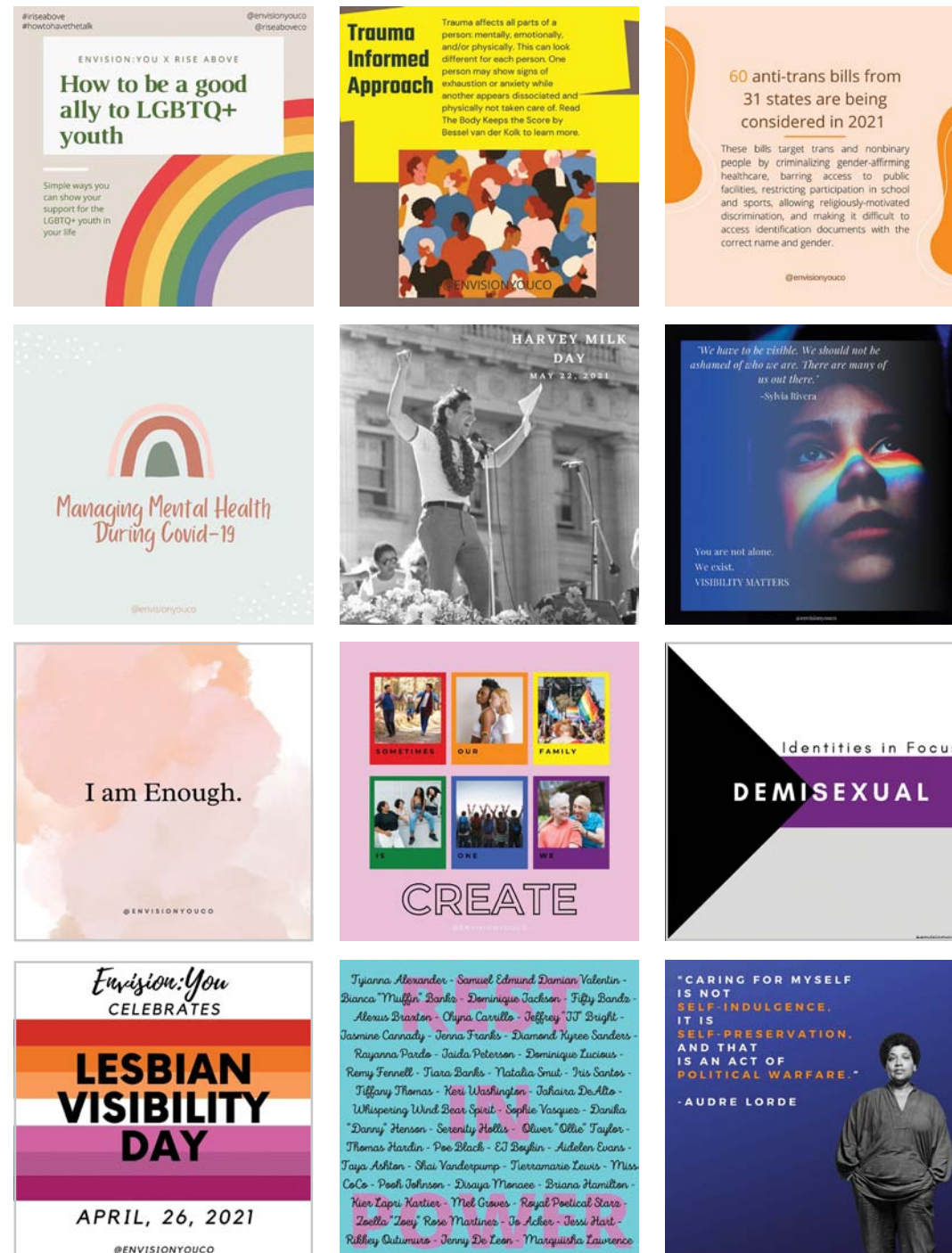
There is a deep connection between art and mental health and wellness. To embrace this, Envision:You holds an annual Art Show. We ask LGBTQ+ artists to donate pieces representing what mental health means to them, which are then auctioned off at the Art Show. The overall purpose of this event is to raise money for Envision:You's cause and also bring awareness to behavioral health struggles while creating opportunities for conversations around those topics. All existing donors, both individual and corporate—as well as legislative representatives and program partners—are invited to attend. It is also our intention to empower the LGBTQ+ artist community and bring attention to their stories and work.



ENVISION:YOU SOCIAL MEDIA CAMPAIGNS

Envision:You Social Media Campaigns in 2021

1,000 followers and climbing!



OUR COMMUNITY PARTNERS

FOUNDING PARTNERS

Bob Dorshimer
 Bob Nogueira & Russ Johnson
 Carl Clark, M.D. & Mark Groshek, M.D.
 Chris Ross & Ed Cannon
 Jeff Parker & Eric Johnson
 Leslie Herod, CO State Representative
 Nancy Lorenzon, PhD
 Skye & Kambria Callantine

David Cover
 Grant Muller
 Greg Rose
 Christopher Leach
 Jeff Springer
 Neill Kovash
 Nick Bruce
 Tim Wilson & Paco Varela

MAJOR DONORS

Jeff Parker & Eric Johnson
 Nick Bruce
 Michael Hulton & David Stewart

Skye & Kambria Callantine
 Annette Tracy & Anne Sterling
 Carl Clark, M.D. & Mark Groshek, M.D.

LEADERSHIP CIRCLE

David Cover
 Bob Nogueira & Russ Johnson
 Jeff Springer

Chris Ross & Ed Cannon
 Stock Jonekos & Troy Lakey
 Michael Kilmer & Rudy Peterson

SUSTAINING PARTNERS

Alpine Bank
 PDC Energy
 Grant Muller Group

Scott Bernard/Liv Sotheby's
 Mental Health Center of Denver



ENVISION:YOU FINANCIAL REPORTS

Balance Sheet

As of December 31, 2021

	TOTAL
ASSETS	
Current Assets	
Bank Accounts	
103 ANB Bank #8669	2,245.01
104 PayPal Bank	465.09
Total Bank Accounts	2,710.10
Other Current Assets	
105 Payroll Clearing Account	2,093.23
106 Accounts Receivable	56,000.00
189 Clearing Account	-1,000.00
Uncategorized Asset	20.85
Total Other Current Assets	57,113.08
Total Current Assets	59,823.18
TOTAL ASSETS	\$59,823.18
LIABILITIES AND EQUITY	
Liabilities	
Current Liabilities	
Other Current Liabilities	
261 ANB LOC #8669	554.07
Total Other Current Liabilities	554.07
Total Current Liabilities	554.07
Long-Term Liabilities	
208 ANB Loan #355594	14,374.58
209 ANB Loan #9470	40,000.00
Total Long-Term Liabilities	54,374.58
Total Liabilities	54,928.65
Equity	
283 Retained Earnings	-26,358.61
Opening Balance Equity	5,709.07
Net Income	25,544.07
Total Equity	4,894.53
TOTAL LIABILITIES AND EQUITY	\$59,823.18

Profit and Loss

January - December 2021

	Jan - Dec 2021	Total Jan - Dec 2020 (FY)
INCOME		
301 Contributions Rec.	256,426.92	187,770.75
302 Grants Rec.	0.00	10,000.00
303 Caring for Denver Foundation Grant	138,462.00	
303.1 Denver Foundation Grant	100,370.00	
303.2 CO Health Foundation Grant	50,000.00	
303.3 City of Denver Grant	15,000.00	
305 Event Income	45,432.54	
306 Behavioral Health Provider Training Income	48,202.84	
Total Income	653,894.30	197,770.75
COST OF GOODS SOLD		
401 Events Expenses	44,477.87	1,750.00
402 Cost of Goods Sold	11,178.90	271.54
Total Cost of Goods Sold	55,654.77	2,021.54
GROSS PROFIT	598,239.53	196,749.21
EXPENSES		
509 Contractors	103,566.82	185,711.78
510 Supplies		306.00
511 Security	539.88	
512 Freight & Postage	324.70	
513 HR Recruiting	236,032.96	
515 Wages	8,592.50	2,850.00
520 Rent & Lease	7,552.11	586.13
526 Utilities	466.65	
530 Repairs & Maintenance	34,170.48	9,950.63
534 Advertising & Marketing	5,226.91	271.68
538 Meals & Entertainment	5,271.04	4,856.23
539 Travel	6,358.94	
545 Payroll Taxes	22,417.57	
548 Taxes & Licenses		635.00
550 Interest Paid	1,098.07	
552 Vehicle Expense	286.38	395.75
564 Legal & Professional Services	95,296.40	5,396.17
566 Office Supplies & Software	37,543.54	10,500.53
567 Training & Education	4,620.29	
580 Dues & Subscriptions	874.34	
585 Donations	596.00	50.00
590 Bank Charges & Fees	1,277.57	563.92
Total Expenses	572,697.20	222,107.82
NET OPERATING INCOME	25,542.33	-26,358.61

Total



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