

# SHOWING UP

## FOR COLORADO'S OUTDOORS

**20  
25**

**IMPACT  
REPORT**



**MOTIVATING AND ENABLING PEOPLE TO BECOME  
ACTIVE STEWARDS OF COLORADO'S NATURAL RESOURCES**



Dear Friends and Supporters of VOC,

When I set a goal in 2020 to get more involved and give back to my community, I couldn't have imagined the world would soon come to a standstill. Like many, I wondered how I could make a difference. Fortunately, I found a home at Volunteers for Outdoor Colorado—an organization that has given me far more than I could ever give in return.

As a former park ranger in my late teens and early twenties, joining VOC reconnected me with some of the best parts of my life: nature, people, and purpose. One of my proudest moments as a board member was helping to select Chris Nessel as our next CEO, a leader whose vision and steady guidance have helped VOC remain resilient and adaptable, continuing to meet the needs of Colorado's lands and communities when other systems can't do it alone.

As I roll off the Board this year, I do so with immense gratitude and confidence in VOC's continued impact. You'll still find me out on the trails, volunteering alongside many of you, and reminding folks that so many of our favorite outdoor spaces exist thanks to volunteers like you.

With gratitude,



Gina Lux

*Board Chair  
Volunteers for Outdoor Colorado*

## 2025 LAND MANAGEMENT & PROGRAMMATIC PARTNERS

VOC's collaboration with government and nonprofit partners is paramount to ensuring projects leave a positive, lasting impact.

\*  
Designates  
new or  
re-engaged  
partnerships

Arkansas Headwaters  
Recreation Area

Baca National Wildlife  
Refuge

BLM Grand Junction  
Field Office

BLM Kremmling Field  
Office

BLM San Luis Valley  
Field Office

BLM Tres Rios Field  
Office

Bluff Lake Nature  
Center

Boulder County Parks  
& Open Space

Butterfly Pavilion

Cal-Wood Education  
Center

Canyons of the Ancients  
National Monument

City and County  
of Denver Parks &  
Recreation

City of Aurora Parks,  
Recreation and Open  
Space

City of Boulder Open  
Space & Mountain Parks

City of Colorado Springs  
Parks, Recreation and  
Cultural Services

City of Greeley Culture,  
Parks and Recreation

City of Ouray

City of Pueblo Parks and  
Recreation

Civic Center  
Conservancy

Colorado Fourteeners  
Initiative

Colorado Plateau  
Mountain Bike Trail  
Association

Colorado State Forest  
Service\*

Concrete Couch\*

CPW Castlewood Canyon  
State Park

CPW Chatfield State  
Park

CPW Cherry Creek State  
Park

CPW Golden Gate  
Canyon State Park

CPW Mueller State Park

CPW State Forest State  
Park

CPW Upper Red Cliff  
State Wildlife Area\*

Denver Water\*

Ducks Unlimited

E3 Ecologic\*

Environmental Learning  
for Kids

Friends of Larimer  
County

Friends of Mt. Evans and  
Lost Creek Wilderness

Friends of Ute Pass  
Trails

Gilpin County Extension  
Colorado State  
University

Grow Local Colorado

Growing Gardens

Headwaters Trails  
Alliance

High Plains  
Environmental Center

Jefferson County Open  
Space

Larimer County  
Department of Natural  
Resources

Mesa County Public  
Health

Mile High Youth Corps

Mt. Blue Sky Outdoor  
Lab

National Forest  
Foundation

Nature & Wildlife  
Discovery Center

Ouray Trail Group

RiversEdge West\*

Roaring Fork Outdoor  
Volunteers

Rocky Mountain Arsenal  
National Wildlife Refuge

San Luis Valley Great  
Outdoors

Sand Creek Regional  
Greenway

South Suburban Parks  
and Recreation

Southern Plains Land  
Trust

Southwest Conservation  
Corps

USFS Boulder Ranger  
District

USFS Canyon Lakes  
Ranger District\*

USFS Clear  
Creek Ranger District

USFS Conejos Peak  
Ranger District

USFS Divide Ranger  
District

USFS Eagle-Holy Cross  
Ranger District

USFS Hahn's Peak/Bear's  
Ears Ranger District

USFS Saguache Ranger  
District

USFS South Park Ranger  
District

USFS South Platte  
Ranger District

USFS Sulphur Ranger  
District

Vail Valley Mountain  
Trails Alliance

Village Exchange  
Center\*

Western Colorado  
University

Wetland Dynamics

Wheat Ridge Parks &  
Recreation\*

Wildlands Restoration  
Volunteers

Yampa Valley  
Sustainability Council\*

Youth Exploring  
Stewardship Coalition



**41,000**

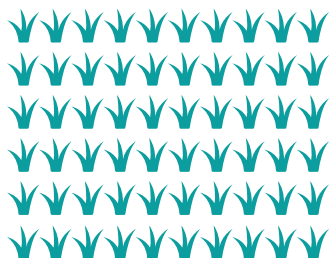
sq ft of garden beds  
planted and maintained  
*(the size of three Olympic  
swimming pools)*

# AGAINST THE ODDS

## 2025 ACCOMPLISHMENTS

**785**

lbs of produce  
harvested and  
donated



**90** acres of noxious  
weeds removed  
*(that's 54 basketball courts!)*

**3,600**  
VOLUNTEERS



trees and shrubs planted

**27,890**  
VOLUNTEER HOURS

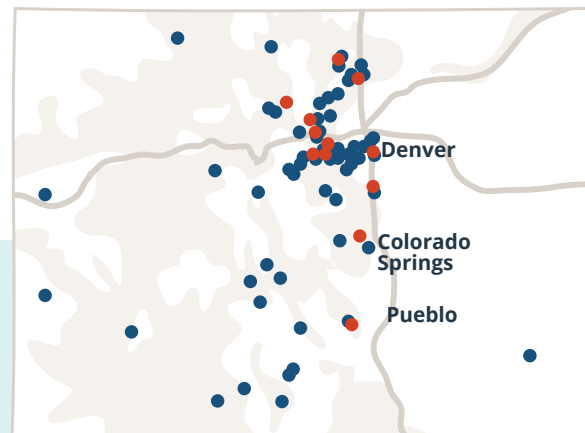
**500** acres of forest  
made more resilient  
to wildfires

**15** miles of trail  
built and  
maintained

**1,550**  
feet of stream  
banks restored

**\$1,080,300**  
donated labor value

**130**  
structures built  
for habitat  
improvement



### Showing Up Across the State

No place in Colorado is too far for a VOC project or training.

● Volunteer Projects ● Trainings

Check out the responsive map to see where VOC went in 2025!







*"The Cairn program is fostering a safe space for students to meet others who share their love for the outdoors. Communities in Colorado can rest assured that the future of our outdoor spaces will be well taken care of because of the passion these students hold and the skills they are learning. **I WISH I HAD A PROGRAM LIKE THIS FOR MY HIGH SCHOOL SELF!"***

- Courie O'Malley  
Cairn Mentor since 2023



→ VOC engaged over 350 youth in volunteer efforts this past year.

# INSPIRING THE NEXT GENERATION

In 2025, VOC continued to evolve and grow its youth engagement efforts. By seeking feedback from local communities and youth participants, VOC shaped its programming to reflect the current interests and needs of young people. From youth-friendly single-day projects to VOC's annual 9-month Cairn program, Colorado's youth were able to engage with a caring and proactive outdoor community while exploring different pathways toward environmental stewardship.





4 Crew Leader trainings held for Mile High Youth Corps (MHYC), resulting in 64 MHYC trainees



Led 23 young environmental stewards through the 2024-25 Cairn Program (ages 14-18 for students across the Front Range)

↓ Young volunteers help build bee habitats at Bluff Lake Nature Center.

↗ A young volunteer braves the rain to help collect native seeds in Boulder county.

## DID YOU KNOW:

Nearly half of the 2025-26 Cairn participants are returning students!



Lucas G., a three-time Cairn participant, demonstrated the full-circle impact of this multifaceted approach to youth engagement by joining VOC as an intern.

*"The work is the most rewarding work I've done. You really feel like you're making a difference. **WHEN YOU MEET LAND MANAGERS, YOU CAN TELL HOW MUCH THE WORK MATTERS.** I still remember the park ranger at our Cairn Final Project crying when he thanked us for the work we did; for us, it's a day of work, but to them it could be a week's worth of work."*





# STRENGTHENING VOC

## FROM THE INSIDE OUT

VOC continued to adapt its leadership model to make participation more accessible. Established roles such as Crew Chef and Tool Manager remained the backbone of projects, while emerging positions and support systems, such as Crew Chef helpers and volunteers assisting with tool loading, provided stepping stones for those interested in deepening their engagement. By embracing new forms of volunteer involvement, VOC continued to strengthen its leadership structure and build the resilience needed to create a lasting, positive impact for decades to come.

*"I know how much planning and preparation go into the success of any project. It gives me a great deal of satisfaction to be able to help those who are working so hard to make each project a success."*

- Greg Penn, Tool Loading Volunteer  
(and newly certified Tool Manager!)

### DID YOU KNOW:

13 seasoned volunteers installed 14 custom-fit windows in the Rio Grande National Forest's Platoro Cabins in just four days.

**VOC's statewide impact is made possible thanks to the unwavering dedication of its volunteer leaders.**

Crew Leaders: 65

Crew Chef Helpers: 16

Technical Advisors: 12

OSI Training  
Instructors: 14

Tool Managers: 12

Photographers: 17

Tool Manager Trainees: 8

Volunteer Ambassadors: 6

Crew Chefs: 7



## WHAT MOTIVATES VOC LEADERS TO GO THE EXTRA MILE?

A gratitude for the experiences and  
community VOC has fostered.

*"I moved to Colorado in 1961, and there are places that I would have never visited without VOC...I also met folks who I have been friends with for 25 years, and I'm now meeting new folks who will hopefully instill what Colorado outdoor ethics are."*

- Steve West, Volunteering since 1991

*"I've been part of the James Peak oxeye daisy removal project for more than a decade, and it perfectly captures the diversity of VOC's mission. Every year, we get a mix of first-time volunteers and returning faces, all working together to make a visible difference."*

- Jim Jacobson, Volunteering since 1991



# GO THE EXTRA MILE

## CHAMPIONS OF STEWARDSHIP

VOC embraced the adaptability and dedication of some of its most committed leaders, who took on additional responsibilities to ensure projects continued despite the funding and staffing shortages experienced by VOC's partners. These volunteers invested additional time visiting project sites and providing continuity when capacity was limited. Their

willingness to step in allowed VOC to expand volunteer opportunities and bring more Coloradans together in stewardship. This flexibility and commitment, rooted in deep care for VOC's mission and community, strengthened the organization's resilience and ensured that important work on the ground continued to move forward.







**BEFORE**



**AFTER**



**BEFORE**



**AFTER**

## VISIBLE CHANGE, LASTING IMPACT

These moments capture what's possible when volunteers show up for Colorado's outdoors. Rock by rock, seed by seed, and step by step, their efforts transform landscapes and communities. Their commitment strengthens VOC's resilience, ensuring that even in challenging times, this shared impact continues to grow.



**BEFORE**



**AFTER**





**DID YOU  
KNOW:**

Volunteers installed 28  
timber check steps on  
Mt. Democrat to improve  
this popular 14er trail  
and protect the fragile  
ecosystem.



EXPLORE VOC'S STORYMAP:  
IMPACT OVER THE YEARS



Scan the QR code or visit  
[bit.ly/voc-storymap](https://bit.ly/voc-storymap)





# KNOWLEDGE IS POWER



## TRAINING INSTRUCTORS CONTINUED TO STEP IT UP

VOC's Outdoor Stewardship Institute (OSI) expanded training opportunities to meet evolving conservation needs. A team of experienced instructors collaborated to design and deliver new courses in areas such as erosion control, ecological restoration, and Wilderness First Aid. Drawing on diverse expertise and teaching styles, VOC created valuable learning opportunities that prepared volunteers to take on pressing stewardship challenges. By continuing to build curricula around Colorado's needs, OSI ensured that VOC's volunteer leaders were equipped with the knowledge, skills, and confidence to protect the future of Colorado's outdoors.

### DID YOU KNOW:

Roaring Fork Outdoor Volunteers, founded 10 years after VOC, was modeled after VOC's successful volunteer-powered conservation approach.

**32 Trainings | 253 Trainees  
22 Partner Organizations**





# SHARED EFFORT PARTNERSHIPS WITH PURPOSE

VOC's partnership with Headwaters Trails Alliance (HTA) exemplified how collaboration and adaptability can maximize impact. With land management staff stretched thin, HTA carefully selected high priority projects and incorporated site-specific educational elements, while VOC mobilized volunteers and resources. Together, VOC and HTA created a meaningful, enjoyable experience that strengthened both the trails and the community. Resilience grows when organizations work in tandem.



## MOMENTS THAT MADE IT MEANINGFUL:



### PROJECT:

Community Garden Plantings  
in Denver

Grow Local Colorado sent volunteers home with seedlings to jumpstart their own home gardens this past Spring.



### PROJECT:

Habitat Restoration at Southern  
Plains Land Trust (SPLT)

SPLT took volunteers on a mini-excursion to spot the bison, burros, and tarantulas that rely on the preservation of the prairie ecosystem.

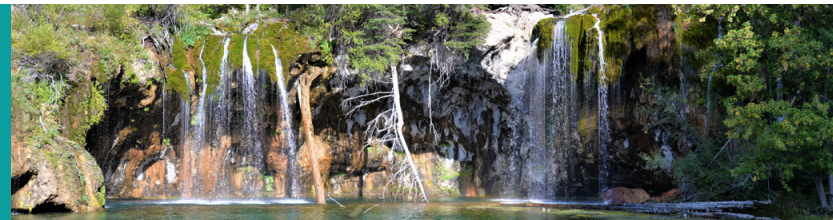


### PROJECT:

Beaver Dam Analog Construction  
in the San Luis Valley

Volunteers had the unique experience of camping at the Baca Wildlife Refuge and enjoyed a live band in the evening.

To help celebrate the 30th anniversary of Roaring Fork Outdoor Volunteers (RFOV), VOC returned to Hanging Lake to partner on much-needed restoration efforts at this beloved destination.







# CORPORATE COLORADO

Many businesses across the state have stepped up to support VOC and Colorado's outdoor spaces through donations, sponsorship, matching gifts, and on-the-ground volunteering through VOC's Team Stewardship Day program.

***"Our partnership with VOC is more than a donation. It's a shared commitment to our community and environment. Through grant support, employee giving, and hands-on volunteering, our team is proud to help protect and care for Colorado's treasured outdoors. This collaboration not only strengthens our environment but also deepens our employees' connection to the places we call home."***

- Bonnie Gross, Manager  
Social Investments at Xcel Energy



Interested in learning how your workplace can give back? Scan the QR code to learn more.

## CORPORATE PARTNERS

Alpine Bank

BOA®

Brownstein Hyatt Farber  
Schreck, LLP

Chevron

Delta Dental of Colorado

Galloway

HDR

Molson Coors

Monarch Investment and  
Management Group

Oxy

Prologis

Tyler Technologies, Inc.

United Airlines

Viasat, Inc.

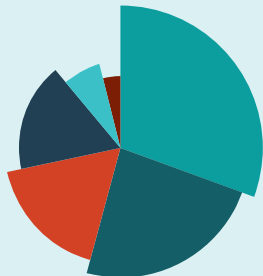
Welborn Sullivan Meck &  
Tooley, PC

Xcel Energy



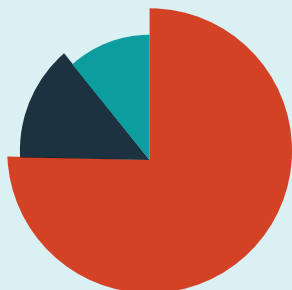


## 2025 FINANCIALS



### Revenue

Government Agencies	37%
Individuals	20%
Foundations	19%
Corporations	18%
Earned Revenues	5%
Partner Organizations	1%



### Expenses

Programs	76%
Administration	13%
Fundraising	11%



## 2025 BOARD OF DIRECTORS

VOC's Board of Directors is a dedicated team of accomplished professionals, each contributing a diverse range of expertise and perspectives that enrich the organization.

Gina Lux, Board Chair  
*U.S. Olympic and Paralympic Committee*

Michael Wenk, Vice Chair  
*Watson Wenk Group*

Evan Manson, Secretary  
*The Elevage Group at Morgan Stanley*

Martin Herz, Treasurer  
*CFA*

Alex Alma  
*Alma Strategies*

Angela Boag  
*Colorado Department of Natural Resources*

Elaine Borton

Casey Bries  
*Environmental Policy, Management, and Engagement Consulting*

Carolyn Burr  
*Welborn Sullivan Meck & Tooley, PC*

Jeff Cornell  
*Beverage Industry Professional*

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*Vantage Data Centers*

Carolyn Meyer  
*Datadog*

Joe O'Brien  
*COTREX*

Airina Rodrigues  
*Brownstein Hyatt Farber Schreck, LLP*

Stephanie Butzer Rose  
*Denver7*

Mark Thompson  
*Delta Dental of Colorado*

David Welton  
*Viasat, Inc.*



# 2026 CALENDAR



**February 19**  
Discover VOC Event  
*Learn more about the VOC volunteer experience.*



**February 20**  
Project registration opens to VOC Members

*Become a member with a \$50+ donation.*



**March 2**  
Public registration opens for April - June projects



**April**  
Volunteer projects start



**May 6**  
Naturally United  
*Attend VOC's annual fundraiser for live music, food, and good company.*



**June 1**  
Registration opens for July - October projects

## BE A STEADY SOURCE FOR GOOD

VOC relies on the generosity of its community to support the behind-the-scenes work it takes to host volunteer projects. When other funding isn't certain, your support is. Set up a recurring donation today.



**DONATE TODAY!**

*Recurring gifts provide a steady foundation for VOC to undertake transformative projects. It's a simple way to make a lasting impact and safeguard Colorado's outdoors for generations to come.*

# THANK YOU TO OUR GENEROUS SUPPORTERS

VOC extends heartfelt gratitude to the diverse and dedicated family of donors, whose unwavering support fuels incredible impact. These contributions are a vital force behind VOC's projects and programs.

Recognizing gifts received Nov. 1, 2024, through Oct. 31, 2025.  
\*Legacy donors have donated \$250 or more for 10 consecutive years.

### Visionaries (\$50,000+)

AmeriCorps  
Ashton J. Villars, Jr.  
Chevron  
Colorado Parks & Wildlife  
National Forest Foundation  
Rick & Susie Grossman\*  
Xcel Energy  
United States Forest Service

### Stewardship Society (\$25,000-\$49,999)

The Hunter Family Foundation  
The Laura Jane Musser Fund

### Trustees' Circle (\$10,000-\$24,999)

BOA®  
Bureau of Land Management  
City and County of Denver  
City of Greeley - Natural Areas & Trails  
Colorado Department of Agriculture  
Colorado Lottery  
Delta Dental of Colorado  
Fred & Jean Allegretti Foundation  
Friedman Family Foundation  
Justin Brooks Fisher Foundation  
Lola Higbie  
Mighty Arrow Family Foundation  
Mile High Youth Corps  
Oxy  
Rose Community Foundation  
Roundup Riders of the Rockies  
Heritage & Trails Foundation  
Wayne & Cathy Zahm\*

### Leadership Circle (\$5,000-\$9,999)

Alpine Bank  
Anschutz Family Foundation  
Athletic Brewing Company  
Boulder County Parks & Open Space  
City of Boulder Open Space & Mountain Parks  
Donaho Family Fund  
Marathon Petroleum Group  
Mary Agster\*  
Rendezvous Foundation  
The Gamez Family Foundation  
Tyler Technologies, Inc.  
The Receptionist  
Viasat Inc.  
Viking Foundation

### Conservators (\$1,000-\$4,999)

Bill & Alice Ann Barbo Charitable Fund  
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Brenda & Alan Ferber  
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CLA (CliftonLarsonAllen)  
Clark Cyr  
Climax Molybdenum  
Colorado Gives Foundation  
Concrete Couch  
CoralTree Hospitality  
Curry Family  
Denver Parks & Recreation  
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Scott VanEyck\*  
Scripps Howard Foundation  
Steve Valaitis  
Steve West & Ronda Rolain\*  
Steven Richards



Stuart Miner & Mary Hashem\*  
The Cranston Family Foundation  
The Humphreys Foundation  
The Kroger Co. Foundation  
Timothy Adams & Barbara Froula  
Val & Mike Scott  
Welborn Sullivan Meck & Tooley PC  
Wesley Go & Sook Hee Lee\*  
Wetland Dynamics

### Guardians (\$500-\$999)

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Airina Rodrigues  
Allison Altaras  
Audrey Brown  
Barbara Ward  
Beth & Randall Ferguson  
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Lauren Steeb  
Lisa Kerns

Lynn Formanek\*  
Marja van de Weerd  
Marjorie Schwartz  
Mark Thompson  
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Mary Jane Mann  
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Respec Foundation  
Sharon L. Menard  
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The Chappell Family\*  
Thomas & Trang MacKenzie  
Wendy Hodges\*  
White Grove Family  
William Cort  
Xiao Yuan Li & Luke Charbonneau

### Supporters (\$250-\$499)

Alix Winn  
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Ann L. Williams & Bob Findlay  
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Ernest & Martha D'Ambrosio  
Frank Fransioli & Eileen McGinnity  
Gail Nelson

Garden Club of Denver  
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Julia Martin  
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Justin & Sarah Bentz  
Justin McBride  
Karl Zipf  
Laurie Wilson  
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Luis Rivera  
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The Denver Foundation  
The Lynches  
The Nessel Family  
The Sidney B. & Caleb F. Gates Fund\*  
Tim & Sue Damour\*  
Todd Evenson  
Traci Case & Pete Gotseff  
Uma S. Chathapuram

### Trailblazers (Under \$250)

658 individuals gave a Trailblazer level gift. VOC extends its sincerest gratitude for this support.

### In Memory Of

Ann Perschaber of Monument  
Arvie Baie  
Charmain Choate  
Dos Chappell  
Gautham Krishnan  
Grandma Nancy  
Greg Conant  
Holt Rasmussen  
Jill Ann Anderson  
Mickey Maker  
Naomi Wolfson  
PJ  
Roni Sherb  
Sue Jane Schwartz

### In Honor Of

Angela Robine  
Annie Schnieder  
Beau Thompson  
Calvin and Quinn Alma  
Chris Nessel  
Chris Poland  
Clint Heiple  
Cole Evenson  
Denise and Spencer  
Gary Sondermann and Julie Foster  
Gerry Rasel  
My Battle Buddies killed Nov 22, 1967 Vietnam, of the 2nd Platoon D Company, 2nd of the 7th Cavalry, 1st Cavalry Division (Air Mobile)  
Janet Britton  
Joe Piccoli  
Kelly Clouse  
Kenny Starbuck  
Kimberly  
Lisa Gravi  
Martin Herz and Jeanne Ryun  
Mary Lippi  
Meredith Waller  
Milo  
Nanette Hoelmer

Noah Lyford  
Rosalina Castillo  
Ryan Howard  
Tom Ledgerwood

### Corporate Matching Gifts

CBRE  
Chevron  
CoBank  
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GE Vernova  
GitHub  
Greater Horizons  
Honeywell International, Inc.  
Intuit  
Johnson Controls, Inc.  
Microsoft  
Raytheon Technologies  
Salesforce  
Sedgwick  
United Airlines  
Viasat Inc.

### In-Kind Supporters (\$2,000+ Value)

Chevron  
Specialized Bicycle Components, Inc.  
KUHL - Boulder

### In-Kind (Under \$2,000)

Thank you to all who provided in-kind donations for VOC's 2025 season. This support is greatly appreciated by VOC volunteers, partners, and staff.

### Photography

A special thank you to VOC volunteer photographers whose photos are displayed throughout this report:

Arthur Vigil, Fletcher Brown, James Tsui, Jay Poules, Joseph Whittaker, Judith Westveer, Julia Inks, Lisa Clements, Liz Brown, Phil Demosthenes, Sharon Menard, Sue Daniels Photography



PO Box 100577  
Denver, CO 80250

(303) 715-1010  
voc@voc.org  
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your year-end  
donation to  
VOC today!**

**Did you miss  
Colorado Gives Day?  
You can still show your  
support and join the  
VOC community.**

