

SHOWING UP FOR COLORADO'S OUTDOORS

20
25
IMPACT
REPORT



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



2025 LAND MANAGEMENT & PROGRAMMATIC PARTNERS

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,



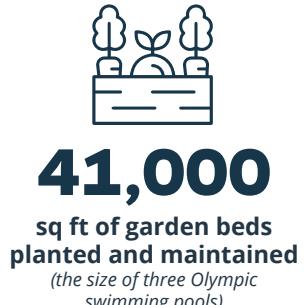
Gina Lux

*Board Chair
Volunteers for Outdoor Colorado*

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	Colorado Fourteeners Initiative	Headwaters Trails Alliance	USFS Clear Creek Ranger District
Baca National Wildlife Refuge	Colorado Plateau Mountain Bike Trail Association	High Plains Environmental Center	USFS Conejos Peak Ranger District
BLM Grand Junction Field Office	Colorado State Forest Service*	Jefferson County Open Space	USFS Divide Ranger District
BLM Kremmling Field Office	Concrete Couch*	Larimer County Department of Natural Resources	USFS Eagle-Holy Cross Ranger District
BLM San Luis Valley Field Office	CPW Castlewood Canyon State Park	Mesa County Public Health	USFS Hahn's Peak/Bear's Ears Ranger District
BLM Tres Rios Field Office	CPW Chatfield State Park	Mile High Youth Corps	USFS Saguache Ranger District
Bluff Lake Nature Center	CPW Cherry Creek State Park	Mt. Blue Sky Outdoor Lab	USFS South Park Ranger District
Boulder County Parks & Open Space	CPW Golden Gate Canyon State Park	National Forest Foundation	USFS South Platte Ranger District
Butterfly Pavilion	CPW Mueller State Park	Nature & Wildlife Discovery Center	USFS Sulphur Ranger District
Cal-Wood Education Center	CPW State Forest State Park	Ouray Trail Group	Vail Valley Mountain Trails Alliance
Canyons of the Ancients National Monument	CPW Upper Red Cliff State Wildlife Area*	RiversEdge West*	Village Exchange Center*
City and County of Denver Parks & Recreation	Denver Water*	Roaring Fork Outdoor Volunteers	Western Colorado University
City of Aurora Parks, Recreation and Open Space	Ducks Unlimited	Rocky Mountain Arsenal National Wildlife Refuge	Wetland Dynamics
City of Boulder Open Space & Mountain Parks	E3 Ecologic*	San Luis Valley Great Outdoors	Wheat Ridge Parks & Recreation*
City of Colorado Springs Parks, Recreation and Cultural Services	Environmental Learning for Kids	Sand Creek Regional Greenway	Wildlands Restoration Volunteers
City of Greeley Culture, Parks and Recreation	Friends of Larimer County	South Suburban Parks and Recreation	Yampa Valley Sustainability Council*
City of Ouray	Friends of Mt. Evans and Lost Creek Wilderness	Southern Plains Land Trust	Youth Exploring Stewardship Coalition
City of Pueblo Parks and Recreation	Friends of Ute Pass Trails	Southwest Conservation Corps	
Civic Center Conservancy	Gilpin County Extension Colorado State University	USFS Boulder Ranger District	
	Grow Local Colorado	USFS Canyon Lakes Ranger District*	
	Growing Gardens		



AGAINST THE ODDS

2025 ACCOMPLISHMENTS



3,600
VOLUNTEERS



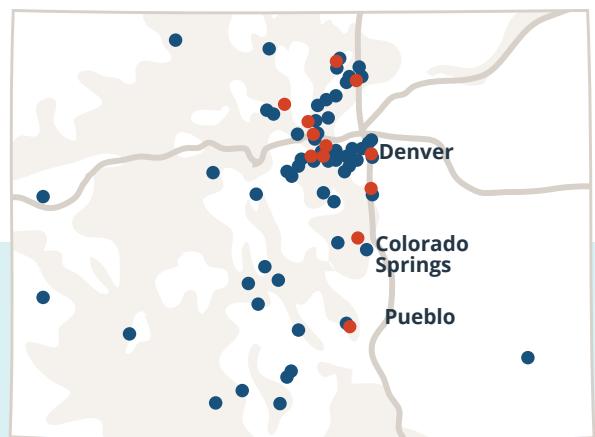
1,550
feet of stream
banks restored

\$1,080,300
donated labor value

130
structures built
for habitat
improvement

27,890
VOLUNTEER HOURS

15 miles of trail
built and
maintained



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!



INSPIRING THE NEXT GENERATION

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

"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



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



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



KNOWLEDGE IS POWER



DID YOU KNOW:

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



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.

**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.

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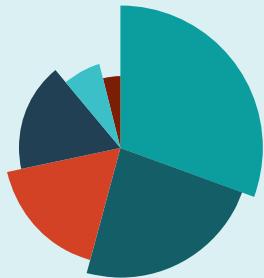
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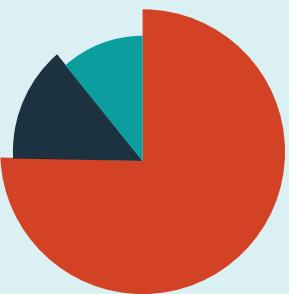


2025 FINANCIALS



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.

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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.

Visionaries (\$50,000+)

AmeriCorps

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Chevron

Colorado Parks & Wildlife

National Forest Foundation

Rick & Susie Grossman*

Xcel Energy

United States Forest Service

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City of Boulder Open Space & Mountain Parks

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Rendezvous Foundation

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The Receptionist

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

The Hunter Family Foundation

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

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Lola Higbie

Mighty Arrow Family Foundation

Mile High Youth Corps

Oxy

Rose Community Foundation

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Heritage & Trails Foundation

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

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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)
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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



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your year-end
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support and join the
VOC community.

