

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

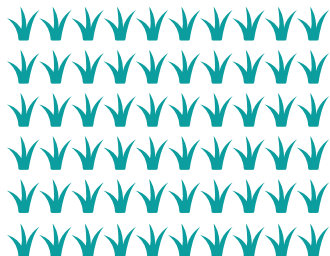
sq ft of garden beds
planted and maintained
*(the size of three Olympic
swimming pools)*

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

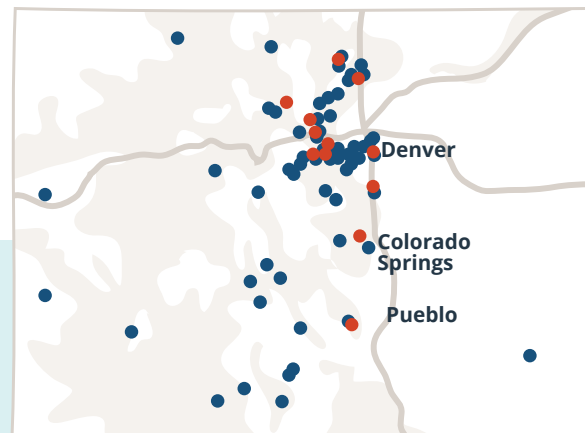
500 acres of forest
made more resilient
to wildfires

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!





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

INSPIRING THE NEXT GENERATION

*"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



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®

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Schreck, LLP

Chevron

Delta Dental of Colorado

Galloway

HDR

Molson Coors

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Tyler Technologies, Inc.

United Airlines

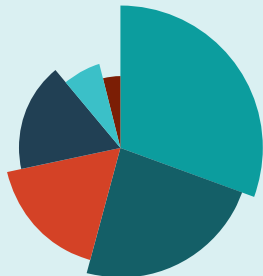
Viasat, Inc.

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Tooley, PC

Xcel Energy

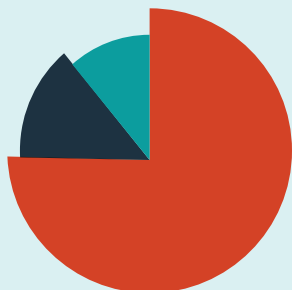


2025 FINANCIALS



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
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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.

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
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Colorado Lottery
Delta Dental of Colorado
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City of Boulder Open Space & Mountain Parks
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Marathon Petroleum Group
Mary Agster*
Rendezvous Foundation
The Gamez Family Foundation
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Viasat Inc.
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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)
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
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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



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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.**

