



one.n.ten

Today's Youth. Tomorrow's Future.

Annual Report | 2013



Vision: *one.n.ten* envisions a world where all LGBTQ youth and young adults are embraced for who they are, actively engaged in their communities, and empowered to lead.

Mission: Our mission is to serve LGBTQ youth and young adults. We enhance their lives by providing empowering social and service programs that promote self-expression, self-acceptance, leadership development and healthy life choices.

A Message from the Executive Director and Board Chair

one•n•ten experienced a successful and forward looking year in 2013. This success enabled the agency to achieve sustainable growth in programs and services. We enjoyed local and national media and publicity focused on LGBTQ youth, from anti-bullying programs to outreach and services to homeless LGBTQ youth, to the work of our collaborative Q High Learning Center program. And we were also fortunate to have strengthened our community, volunteer, corporate and government support.

You will read more in this report about the programs we offer, the services we provide, and the work we have accomplished over the last year. Behind each statistic you hear about our youth population there is a story, and we believe it is the compelling stories that continue to sustain staff, uplift our volunteers, and strengthen the value for our donors.

One of those stories involves a new service we coordinated for our youth. Some of the youth that come to the youth center, in particular, have little or no formal access to health care. We have worked with Phoenix Children's Hospital to provide health services to these youth in order to provide medical care at no cost. Some were also in serious need of dental care, which is even more difficult to access.

To make dental services available to youth who did not have access, we partnered with Central Arizona Shelter Services (CASS) and Dr. Kris Volcheck to provide screenings at the youth center. Fifteen youth were screened and all needed follow-up services as a result of not having had access to formal dental care in many years. The youth were scheduled to visit the dental clinic at CASS and were provided professional dental care, at no charge to the youth or to **one•n•ten**.

In this story is one core value of **one•n•ten** – a value you will see throughout our model – to provide access to the resources these youth need through partnerships and existing community assets, not duplication or reinvention. We are fortunate to have support from many organizations, and it allows **one•n•ten**, with a modest budget, to coordinate services for our youth far beyond our means. It turns the dollars invested in **one•n•ten** into an impact many times greater than we could provide alone.

It is through our entrepreneurial, engaged and dedicated staff that we have those partnerships. It is through the support of our donors and corporate partners that we are able to sustain the organization's capacity. It is because of our volunteers that we are able to reach youth across the Valley, from the west side to Scottsdale, Mesa, Tempe, and soon, beyond. And it is through our community partners and service providers that we are able to stretch each dollar we spend into something much greater.

We both have overwhelming gratitude for all of those contributions and all of the community support for **one•n•ten**. This was the 20th year of service for the agency – and we are still learning, growing, evolving, redefining, and reprioritizing every month.

On behalf of the Board of Directors and the staff of **one•n•ten**, thank you for making a true lifetime contribution to the advancement of today's youth, tomorrow's future.

Sincerely,

Linda Elliott

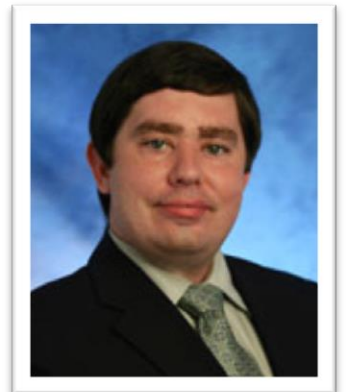
Executive Director

Sam Feldman

Board Chair



Executive Director, Linda Elliott



Board Chair, Sam Feldman

History

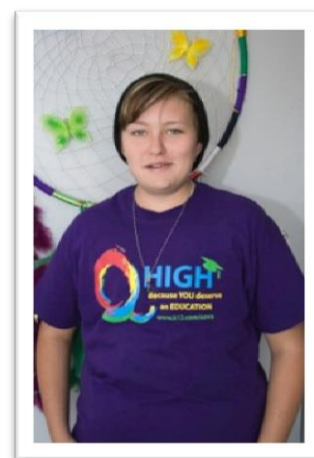
Founded in 1993 by a small group of dedicated community members, **one • n • ten** has been a leading force in Arizona in supporting and positively encouraging LGBTQ youth ages 14-24. Now in our 21st year, we have grown to become one of the leading experts in the country in providing essential and critical services to this population.



Testimonials

“**one • n • ten** has always been a home and safe haven for me. Living the not so good life at home, I use **one • n • ten** as both an escape and safe haven. **one • n • ten** has impacted me by encouraging me to achieve my high school diploma, go on to college, and to be the productive young adult I am today.”

Radioo Kennedy, 19 - one • n • ten Youth & student of the Q High Learning Center



“At first I was so alone after coming out, I didn't have anyone to relate to, and **one • n • ten** was a place where I could be myself and be safe for a short time. As I continued to attend, **one • n • ten** helped me accept myself fully and supported me through my depression through continued positive influence and affirmation. The staff and volunteers have become family to me, supporting me through tough times and always lending a helping hand or a non-judgmental ear. Nowadays, I continue to enjoy every minute of my time at **one • n • ten**, and I am happy to be a youth volunteer so that I may help provide and maintain the safe space and resources for others.”

Michael Soal, 18 - one • n • ten Youth Volunteer

“The future of our community is in the hearts of the youth that **one • n • ten** serves. By providing exciting programming, outstanding resources, and a diverse group of mentors, these young people find a new energy. That energy is shifted back into the community on social policy issues, education, and community development projects.”

Elaina Medina - one • n • ten Volunteer & former MSW intern

“Safety, family, structure, community...for most of us these are words we tend to take for granted as adults and had very little concept of as young people. For the youth of **one • n • ten**, these words can become life rafts in a stormy sea of challenges that can range from simple loneliness or confusion to violence or homelessness. **one • n • ten** gives them a safe place, a family, positive activities, and above all somewhere to belong. Simply put, **one • n • ten** helps them find a tomorrow.”

Kevin Godfrey - one • n • ten Volunteer



Demographics of the Youth we serve

TOTAL # OF UNDUPLICATED YOUTH DIRECTLY SERVED BY ONE•N•TEN IN 2013: 856

Male Youth

346

Female Youth

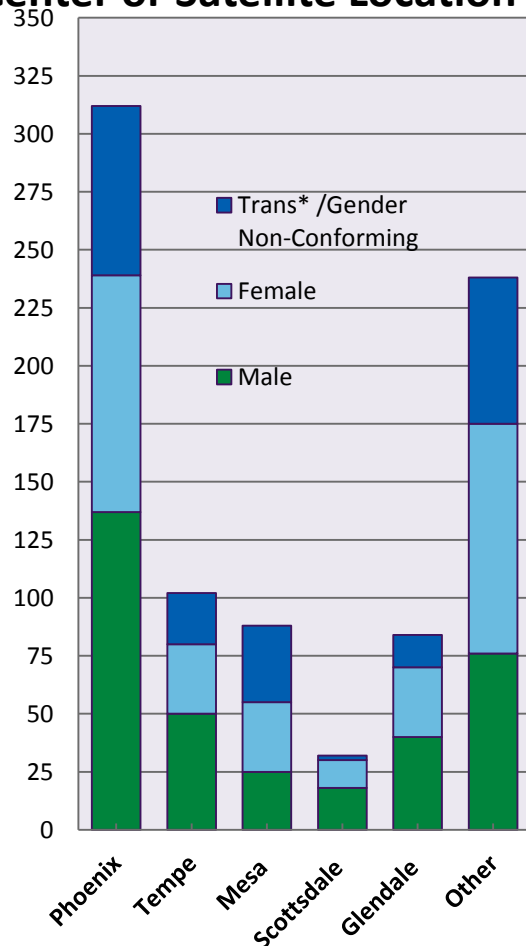
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Trans* / Gender Non-Conforming Youth

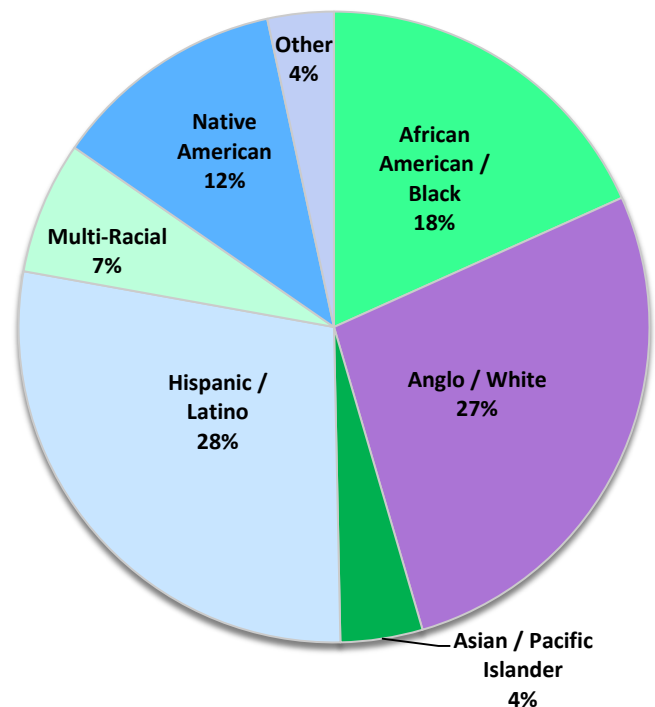
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(Youth reached by *one•n•ten* through outreach is 2500+)

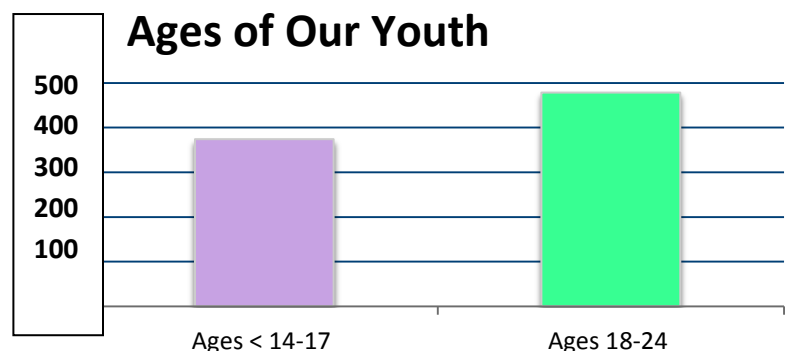
Youth Served Based on Youth Center or Satellite Location



Race / Ethnicity of Youth Served

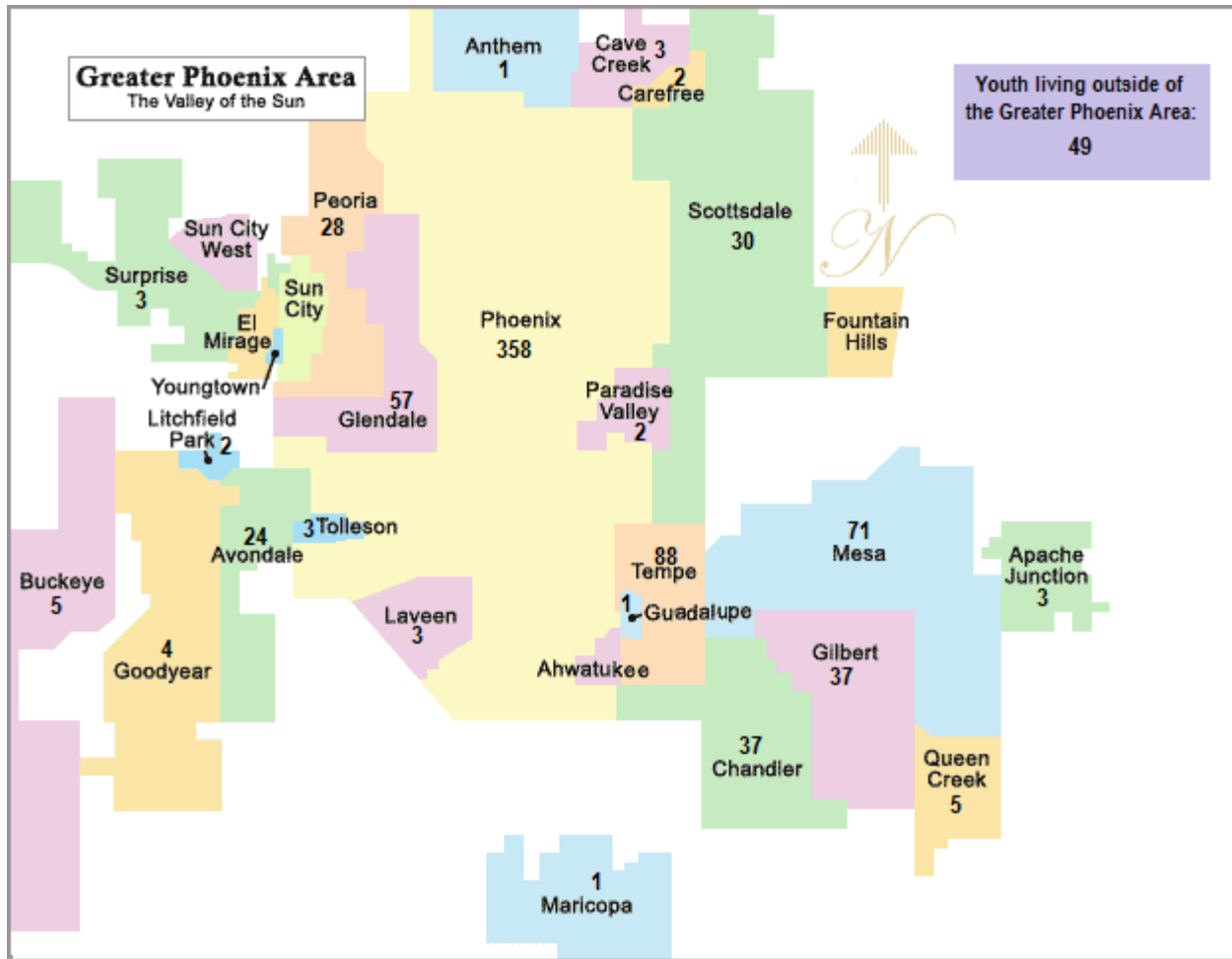


Ages of Our Youth



PROGRAMING: Youth Programs | Satellites

Our youth come to programming from across the Valley. This map shows where our Youth are coming from*.



*youth who are transient or homeless are listed in Phoenix's number

one•n•ten Youth Programs

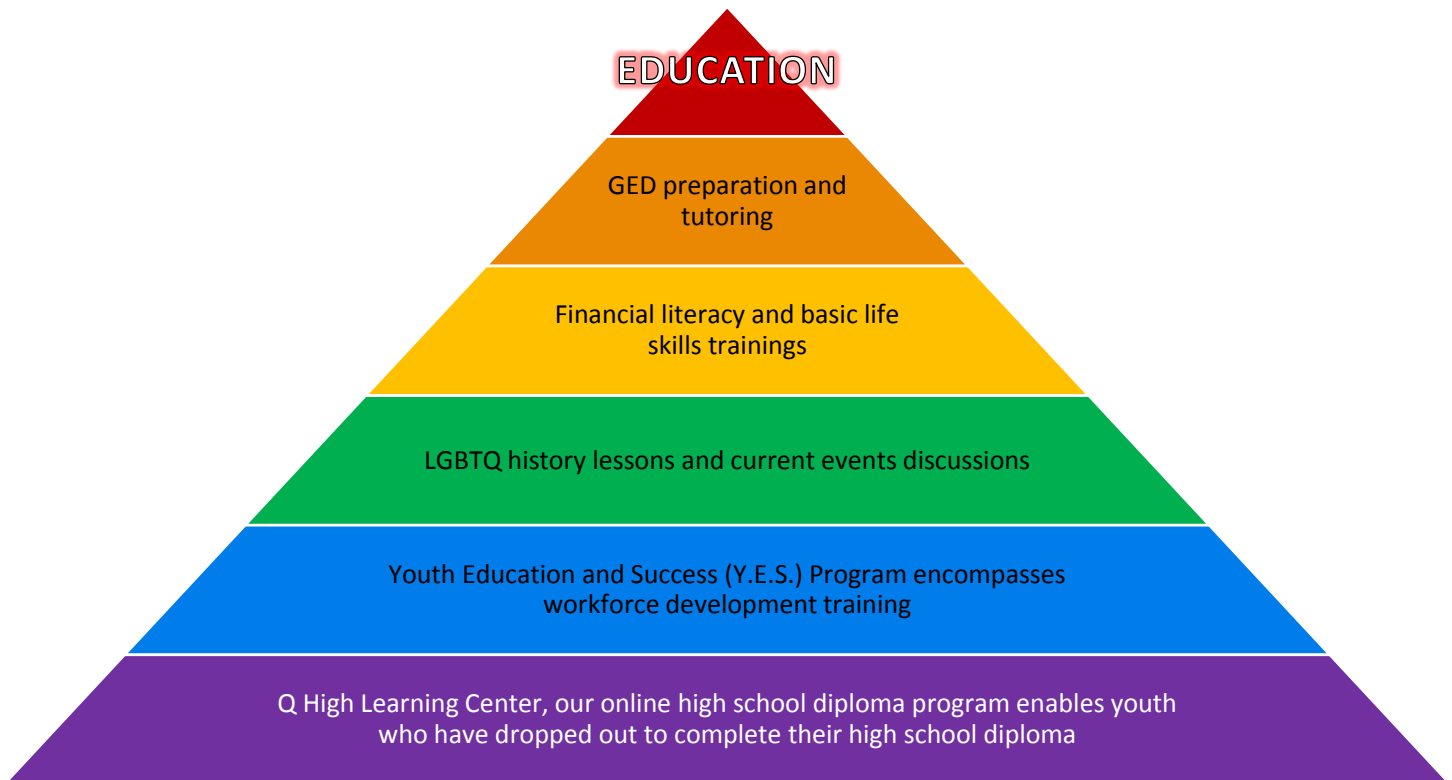
We host daily group meetings and activities at our Central Phoenix Youth Center, which is open for programming 6 days per week.

Our weekly Satellite programs are located in Scottsdale, Tempe, Mesa, and Glendale.

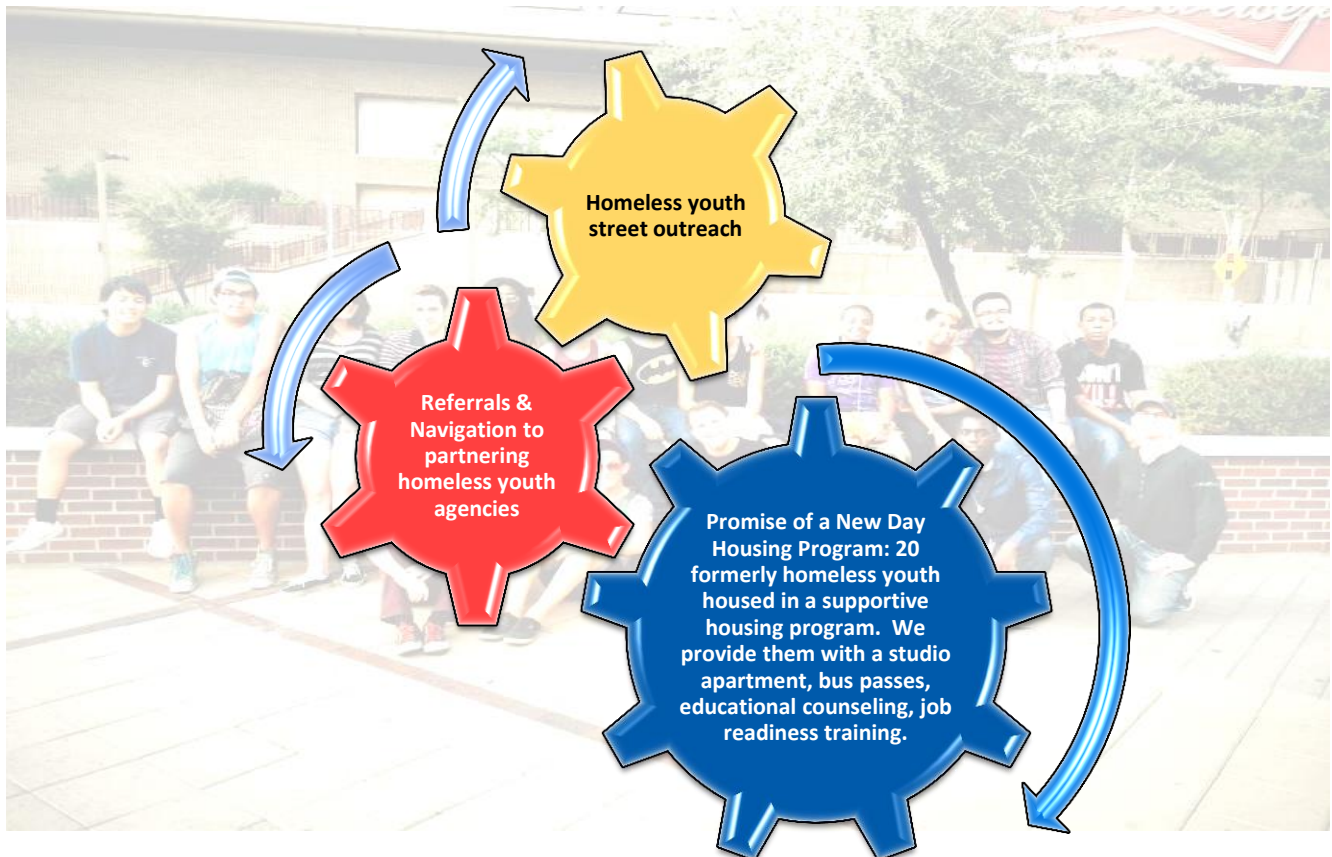
one•n•ten facilitates OUTdoors! Camp annually, the largest LGBTQ youth camp in the U.S., serving 130 youth every year.

We also have programs for visual Arts, recreation programs, poetry & performance, music, dance, chorus, yoga and athletics.

PROGRAMING: Education | Q High Learning Center



PROGRAMING: Homeless Outreach | Promise Of a New Day



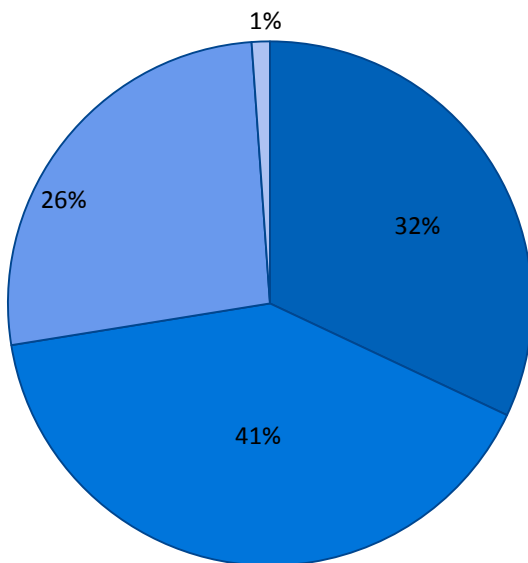
PROGRAMING: Health & Wellness



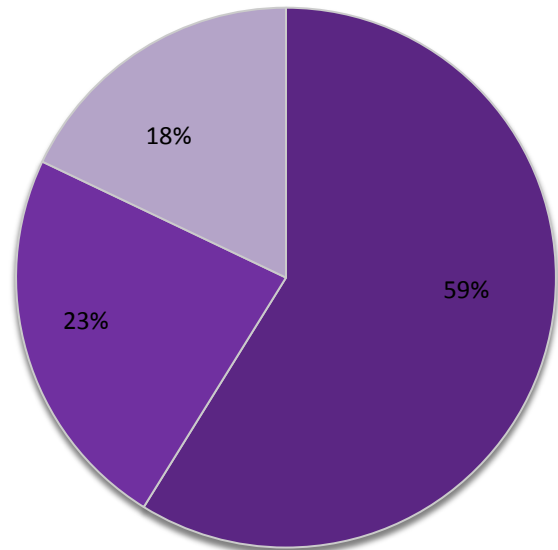
FINANCIALS

2013 Income: \$582,867

■ Donations ■ Special Events
■ Grants ■ Other Income

**2013 Expenses: \$633,088**

■ Programs
■ Overhead
■ Fundraising & Donor Management



**These numbers are derived from our audited financials, which are available at our offices.*

Income

Donations: **\$186,573**

Special Events: **\$235,741**

Grants: **\$154,020**

Other Income: **\$6,533**

Expenses

Programs: **\$372,467**

Overhead: **\$147,109**

Fundraising/Donor
Management: **\$113,512**

2014 one•n•ten BOARD OF DIRECTORS

Sam Feldman | Chair
Carrick Sears | Vice-Chair
Claudia Work | Secretary
Eric Bottolfsen | Treasurer
Thom Brodeur | Member
Scott Burdick | Member
Rich Hybner | Member
Allen Kimbrough | Member
Michelle Matiski | Member

Alejandro Perez | Member
Nina Robinson | Member
Lawrence Robinson | Member
Nick Routson | Member
Stanna-Michelle Slater | Member
Steve Thompson | Member
Justin Topliff | Member
Nikkie Whaley | Member
Linda Elliott | Ex-Officio Member



one•n•ten is a youth empowerment-based program, helping young people achieve their potential rather than dwelling on the challenges they face. We do this by creating safe spaces, mentally and physically, for youth of all socio-economic and cultural backgrounds to come together and enjoy social opportunities as well as discussion groups covering social, educational, health, and community issues.