



one·n·ten

Today's Youth. Tomorrow's Future.



Annual Report 2014

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 Executive Director and Board Chair

Friends, family, colleagues and supporters,

What a difference a year makes!! 2014 was the year that **one-n-ten** turned 21 years old. And as we celebrated our own coming of age, we celebrated the previous two decades that this organization – started as a grass roots ‘meet up’ – grew, evolved its mission, and did the unthinkable.

Thanks to many of you, and our generous partners, in 2014 **one-n-ten** reached a record number of nearly 2,500 LGBTQ youth and provided direct services to nearly 975 across Arizona!

As you know, **one-n-ten** delivers LGBTQ youth services and programs around four key pillars:

- Education & Employment
- Health & Wellness
- Housing
- Recreation and Leadership

The youth we serve range in age from 14 – 24 with 42% of them male, 33% female and 25% transgender. 28% of our youth are Hispanic / Latino, 27% are Caucasian, 19% are African American, 7% are Native American, 6% are Asian, 6% are Multi-Racial and 7% are unknown.

Here is a quick snapshot of what your support did for LGBTQ youth in 2014:

- Housing – In 2014 we housed 33 youth. We provide this supportive housing at half of the cost (\$10,000/youth/year) of average supportive housing programs nationally through effective collaboration and partnerships.
- YES (Youth Education and Success) – Designed to give unemployed youth life skills, effective resume development, interviewing skills and appropriate business language and behavior skills, we launched this new program late in 2014 with 10 participants, 17 mentors, individual and corporate presenters. Five of the 10 participants were homeless when program began; all were stably housed after five weeks of 10 week program. By the end of the program nine of were 10 employed, and the 10th was employed within 2 weeks of the end of the program.
- Our accredited, online high school, Q High saw enrollment climb to 14 students with two graduating in 2014.
- OutDoors Camp! – The nation’s largest LGBTQ youth camp - built the self-esteem and supported the diversity of 150 youth from across the country.
- With increasing demand among LGBTQ youth in the Greater Phoenix metropolitan region, we opened two new satellite centers bringing the total up to five (South Phoenix, Glendale, Scottsdale, Mesa and Tempe) to supplement the programs and services of our youth center in Central Phoenix.
- And, our annual fundraising gala, Fresh Brunch, saw record-breaking attendance with 1,060 attendees.

2014 was a ‘leap year’ for **one-n-ten** and LGBTQ youth from across Arizona and around the country.

We invested in expansion of current programs. We invested in entirely new programs. We improved and enhanced a supportive housing program for LGBTQ youth that is now the second largest of its kind in the country and is becoming a benchmark for other communities. We built a brand and experience around OutDoors Camp! that is becoming the model for LGBTQ youth self-esteem and character development across the country.

We implemented or improved governance and operational protocols within the Board of Directors and throughout the organization. And, we recruited, reshaped and refocused the efforts of our Board. Today, **one-n-ten**’s Board of Directors’ “give / get” policy contributes nearly 20% of the organization’s operating budget – twice the national average, and a powerful statement.

Most importantly, we laid the foundation for what will be a transformational time ahead for **one-n-ten** and the LGBTQ youth we serve. Out of decades of volunteerism, dedication, hard work and unparalleled support from grassroots, community, business and political leadership, **one-n-ten** is emerging as a national leader, a beacon across the country, for LGBTQ youth programs and services.

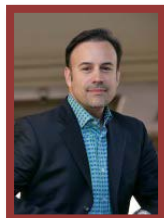
And guess what? We did all of this. Together!

We still have work to do. So, let’s keep locking arms; holding hands, and coming together to ensure that the LGBTQ youth of today do, in fact, become tomorrow’s leaders.

What an honor it is to serve with you,

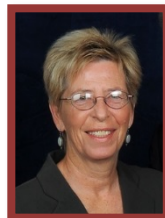
Tom Brodeur

Chairman of the Board



Linda Elliott

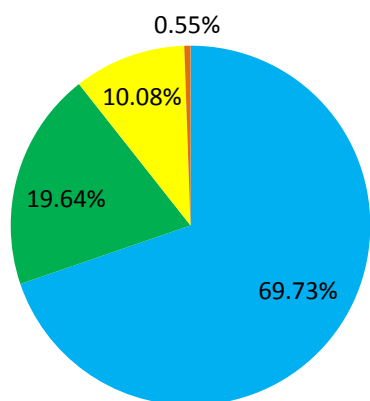
Executive Director



Financials

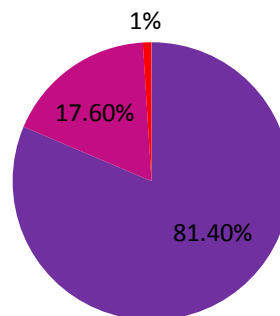
2014 Income: \$922,287

■ Donations ■ Special Events ■ Grants ■ Other Income



2014 Expenses: \$840,023

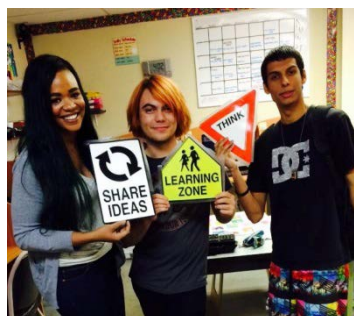
■ Programs ■ Overhead ■ Fundraising & Donor Management



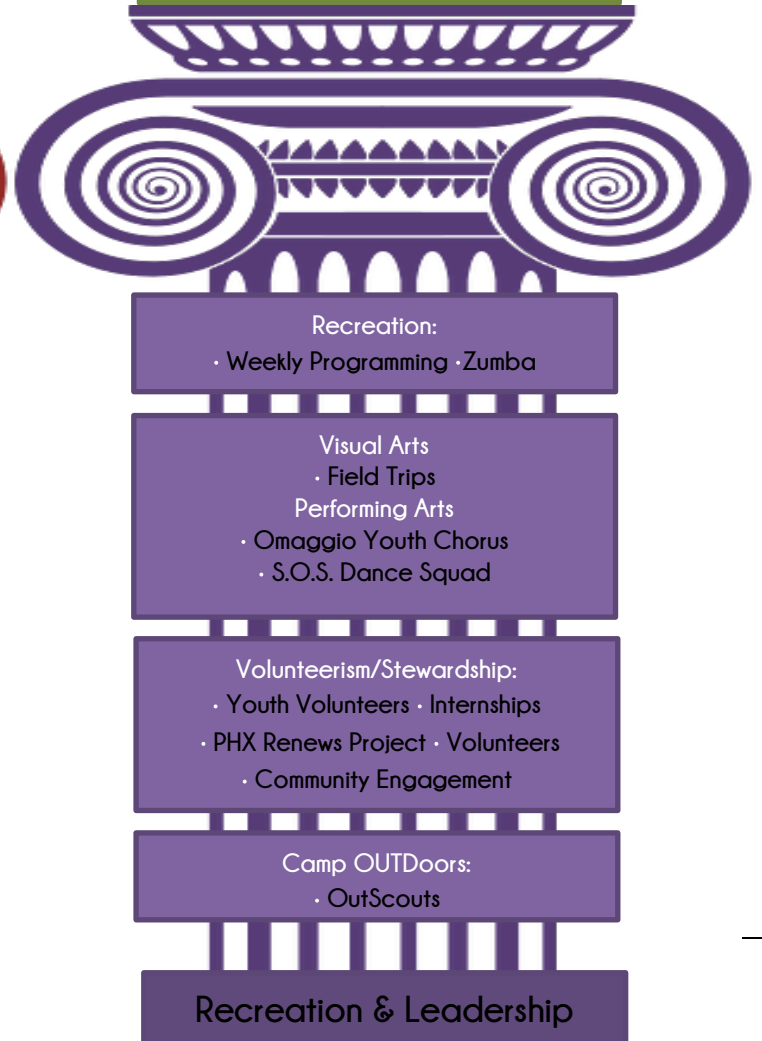
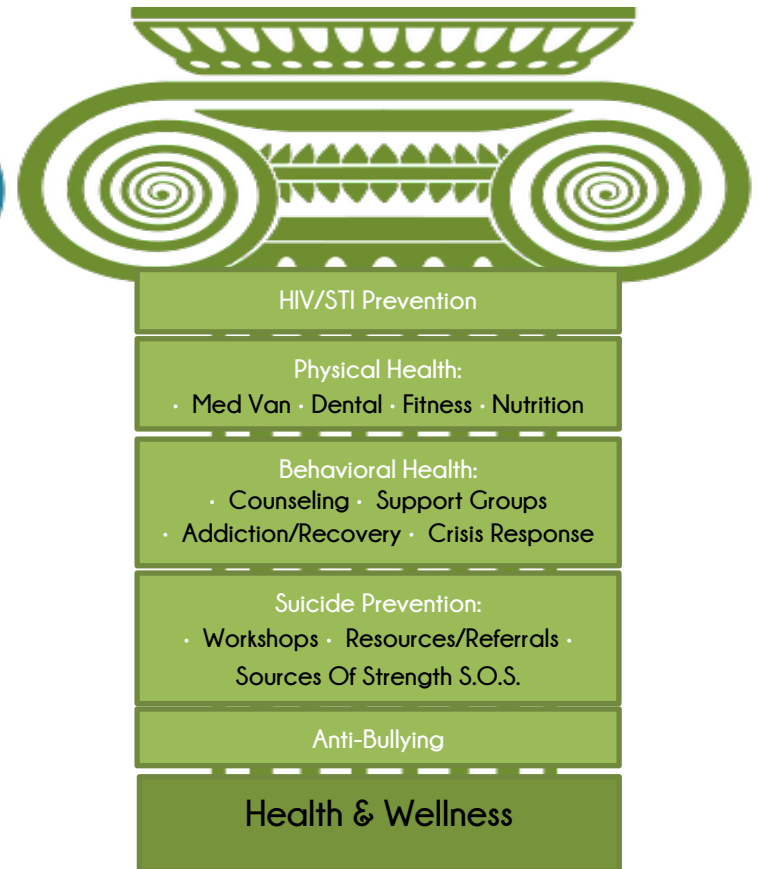
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STATEMENT OF ACTIVITIES YEAR ENDED DECEMBER 31, 2014

	Unrestricted	Temporarily Restricted	Total
REVENUE			
Contributions and Donations, including In-Kinds of \$251,966	593,134	50,000	643,134
Special Event, Net of Direct Benefit Expenses of \$104,414	181,109	-	181,109
Contracts and Fees	92,932	-	92,932
Other Revenue	5,112	-	5,112
Net Assets Released from Restriction	19,633	(19,633)	-
Total Revenue	891,920	30,367	922,287
EXPENSE			
Program Services	683,781	-	683,781
Management and General	147,912	-	147,912
Fundraising	8,330	-	8,330
Total Expense	840,023	-	840,023
CHANGE IN NET ASSETS	51,897	30,367	82,264
Net Assets-Beginning of the Year	72,399	9,633	82,032
NET ASSETS-END OF YEAR	\$ 124,296	\$ 40,000	\$ 164,296



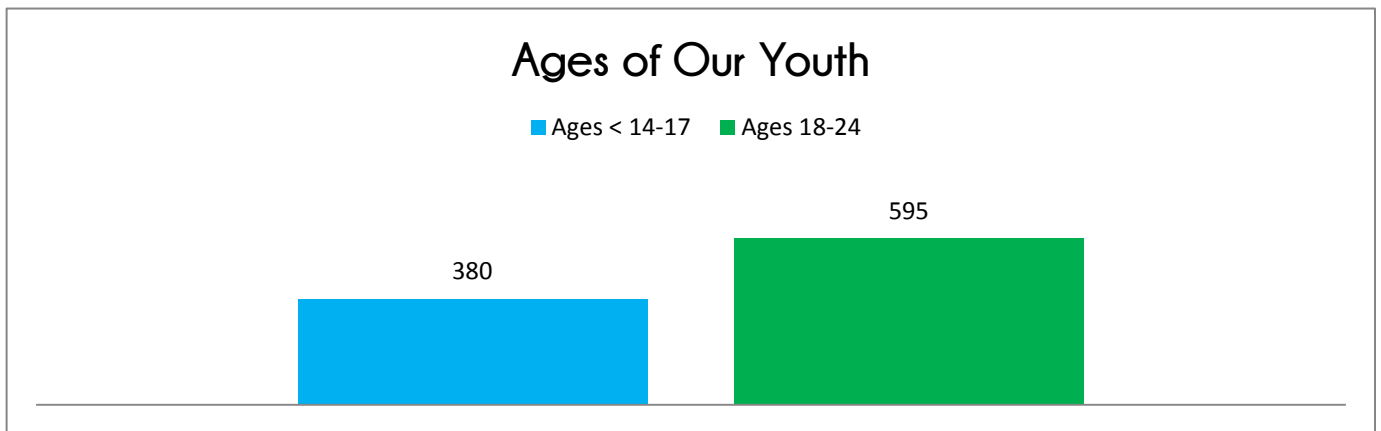
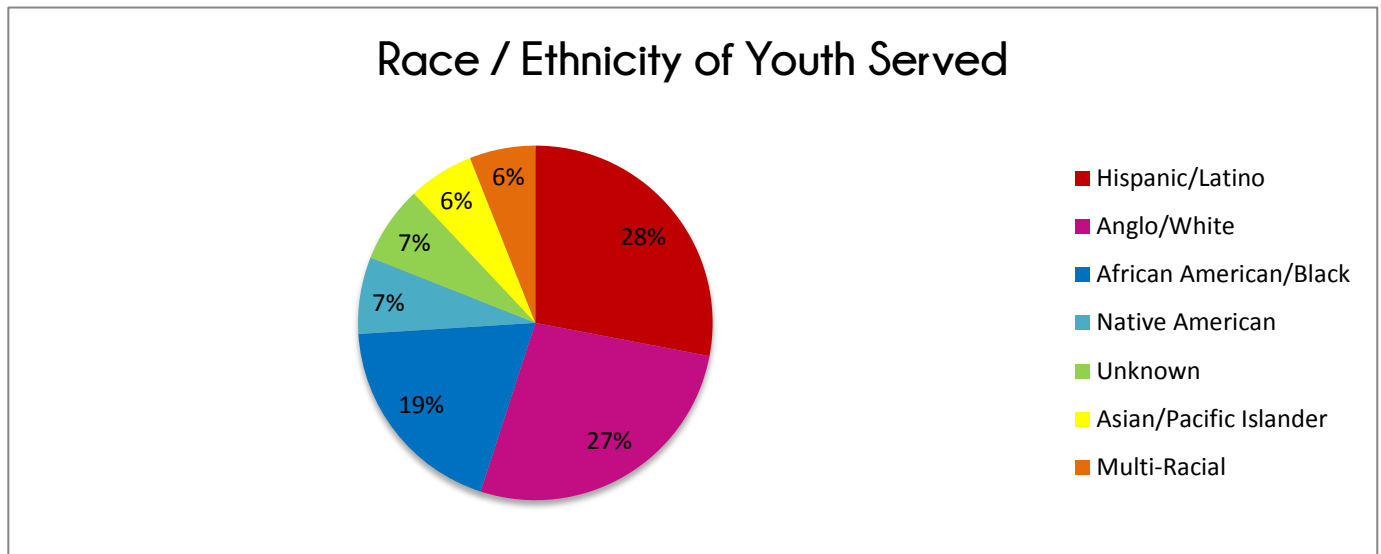
Pillars of Service



Demographics of Youth Served



TOTAL # OF UNDUPLICATED YOUTH DIRECTLY SERVED BY ONE-N-TEN IN 2014



2014 Board of Directors

Sam Feldman | Chair

Thom Brodeur | Vice Chair

Scott Burdick | Treasurer

Claudia Work | Secretary

Allen Kimbrough | Member

Alejandro Perez | Member

Carrick Sears | Member

Don Karl | Member

Eric Bottolfson | Member

Justin Topliff | Member

Lawrence Robinson | Member

Nick Routson | Member

Linda Elliott | Ex-Officio Member

Nikkie Whaley | Member

Nina Robinson | Member

Rich Hybner | Member

Stanna-Michelle Slater | Member

Steve Thompson | Member

Michelle Matiski | Member

Testimonials

“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.”

~ Selene, 18 - **one-n-ten** Youth



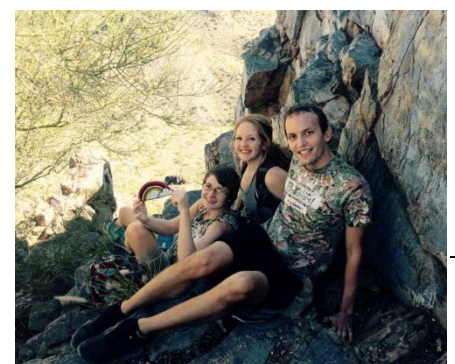
“I learned first-hand what it means to be a role model – and how much value there is to work together in a “safe space” and challenge ourselves to reach our goals together. I am humbled and honored by the opportunity to work for and learn from the youth at **one-n-ten** and I am proud to report that my mentee has taught me so much more than I ever could have taught him. He has found a place to live and he has funding for food and transportation. My only disappointment with his success is that he has a lot less time for me, and now I miss him. He’s the first mentee I have had with **one-n-ten** and I can’t wait to embrace my second.”

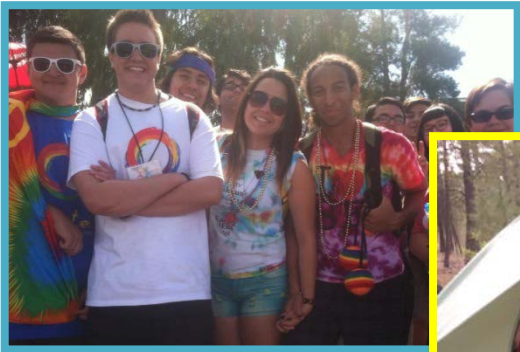
~Heather-Y.E.S. Program Mentor



“**one-n-ten** is my jumpstart for the week. I go to one-n-ten because it’s a positive environment and because of the uplifting youth and staff. The folks from **one-n-ten** have always been there for me when I really needed the support and I’d like to think that I am a support to others. I like to go because it is a chance for me to learn and relearn understanding and acceptance of myself and others. The staff is incredible and is there every week because they want to be, because they care, not because they have to be and it is very apparent.”

~Liam, 20- **one-n-ten** Youth





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