



one.n.ten  
Today's Youth. Tomorrow's Future.



20 YEARS STRONG



2012 Annual Report

# Today's Youth, Tomorrow's Future

*2012 was a transformative year for **one n ten**. In October 2011, we surveyed our youth in an effort to better understand their life situations and needs. What we learned from that survey drove our plans for 2012. It showed, among other things, that one-third of our youth had dropped out of school because they did not feel safe, and one-half were homeless or in unsafe/unstable living situations. We knew we had to find solutions for these youth.*

*As a result, 2012 was spent adding capacity for **one n ten** – we tripled the space available to our youth when we moved into our new Youth Center, we began classes at the new Q High diploma program, we started a housing program for homeless youth, and we began offering free healthcare to all youth. These were major additions with major impacts on the lives of our youth.*

*We could not have done this work without the donors, corporate sponsors, community partners and volunteers who supported **one n ten** in 2012. All of the support has enabled **one n ten** to add critical services for youth in need, to provide needed educational opportunities, and expand our programming to include arts, music, dance, yoga, and sports.*

*2012 represented the 20th year of service for **one n ten** – a legacy of service we are proud to continue. We are confident that someday all LGBTQ youth will feel safe and accepted at school, will have a loving and welcoming home, and will be offered the same opportunities as all other youth. Until then, we will continue to provide programs and services that make a difference in the lives of LGBTQ youth.*

*We hope you will take a moment to learn more about our programs and services and the community partners who help us to provide them.*

*Linda Elliott  
Executive Director*

*Samuel A Feldman  
Chair, Board of Directors*

## WHO WE ARE

**one n ten** is a nonprofit organization dedicated to serving and assisting lesbian, gay, bisexual, transgender, queer and questioning (LGBTQ) youth. We provide youth with tools to improve self-esteem and acceptance of who they are.

We create a safe space, mentally and physically, for youth of all socio-economic and cultural backgrounds. Our weekly discussion groups cover a wide range of social, educational, health, and community issues. We offer resources for healthy living and making healthy choices, as well as social networking opportunities appropriate for developing leadership skills and having fun.

## OUR MISSION

Our mission is to serve LGBTQ youth and young adults, ages 14 - 24. We enhance their lives by providing empowering social and service programs that promote self-expression, self-acceptance, leadership development and healthy life choices.

## OUR 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.

## Board of Directors:

Sam Feldman, Chair  
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## Program Participation

**one n ten** provides youth enrichment programs for LGBTQ youth five days a week at the drop in center in central Phoenix in addition to programs offered once a week at three satellite locations:  
Glendale, Tempe and Mesa.

In 2012, **one n ten** served an average

**60** youth per day at the Phoenix youth center

**30** youth per week at Tempe

**25** youth per week at Mesa

**25** youth per week at Glendale



## 2012 BY THE NUMBERS

**960** hours of counseling

**130** camp attendees

**11,360** meals served

**60** hours of suicide prevention training

**15** suicide prevention sessions

**269** people trained in suicide prevention

**960** hours of mental health counseling

**5** homeless youth into housing

**21** Q High students

**34** youth volleyball players

**20** SOS Dancers

**25** Commandos players

**45** Referrals for Services

**153** Youth tested for STDs

**863** total unduplicated youth served in 2012

## *one n ten's Programs and Services:*

### **Critical Services**

Caring for the basic needs of our youth is central to fulfilling our mission. We address youth homelessness by providing housing services for homeless youth and offering two meals per day. Through partnerships with community organizations, we offer regular dental care and healthcare services, including immunizations and HIV/STD testing. Our critical needs services also include behavioral health counseling, crisis counseling and suicide prevention services to address their overall wellbeing.

### **Education**

Youth have access to educational support services including Q High, an online diploma program for drop out youth; YES job training, including interview and resume writing; financial literacy classes; summer internship programs; and peer and adult mentorship opportunities.

### **Programming**

Empowerment programs include OUTdoors Camp, annual 5 day leadership camp in Prescott, AZ; athletics, 1 softball and 2 volleyball teams; arts music, a chorus and a band; dance, *Sources of Strength* dance troupe; weekly discussion groups; and Service Saturdays, a monthly community service program to provide youth with personal development in a safe and enriching environment.

- **390 meals** served weekly through *St. Mary's Food Bank*.
- **92 medical visits** provided by *Crewz'n Healthmobile*
- **24-hr crisis hotline** available for all youth provided by *Empact*
- **20 hours of mental health services** provided weekly by *Youth and Families First*

## Keeping Youth Healthy: Body and Mind

*In 2012, **one n ten** has continued growing our mental and physical health programs. With the support of community collaborations, we have been able to provide these resources on-site and free of charge for all youth participants. Our prevention programs are youth-focused with a heavy emphasis on total well-being . This approach to youth development will ensure our programs continue to meet the needs of our youth population.*



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*Promise of a New Day*

*Housing Program*



This innovative program provides supportive housing for LGBTQ youth who are homeless or living in unsafe or unstable living conditions. This program saves lives and works to transform homeless youth into productive adults.

Launched in October of 2012, our *Promise of a New Day Housing Program* provides tools, resources and service navigation enabling youth to become successful, healthy, and independent adults.

The program started with the capacity to house five youth. The program will expand to support an additional five youth in summer of 2013.

*Promise of a New Day* is a unique approach to homelessness that makes use of collaborative partnerships to provide the array of services necessary to end the cycle of homelessness and despair that many homeless LGBTQ youth experience.

Through our partnership with Arizona Housing, Inc. and the City of Phoenix **one n ten** is able to make a significant impact in the life of LGBTQ youth struggling with homelessness.

## PROMISE OF A NEW DAY PARTNERS

Partnerships are critical to the success of this program, we would not be able to operate without their service and support.

- **Arizona Housing, Inc.** is our partner at 209 W Jackson property in downtown Phoenix.
- **Phoenix Children's Hospital** provides weekly healthcare with their Crewz'n Healthmobile under the direction of Dr. Randy Christiansen.
- **CASS Dental Clinic** provides dental care.
- **St. Mary's Food Bank** provides meals.
- **Youth and Families First** provides behavioral health counseling.
- **LaFrontera/Empact** provides crisis counseling and suicide prevention services
- **Industrial Job Development** provides job training and placement assistance.
- **YMCA Job Corps** works with youth to increase job and interview skills.

## Educational Services:

In a survey taken in October of 2011, we found that one-third of our youth had dropped out of school. Many of our youth cited that they had dropped out because they did not feel safe or were bullied.

Because a high school diploma is an absolute minimum requirement for successful adulthood, we searched for a solution that would help our youth obtain their high school diploma in a safe and enriching environment.

Working with Arizona Virtual Academy, we launched Q High, an online high school diploma program housed at our central Phoenix youth center and open to all students that need their high school diploma.

**15 youth** are enrolled in the K12 diploma program.

## YES Training Program

The purpose of Q High and YES Training Programs is to provide youth with the opportunity for career development training, personal and professional development, career readiness skills, and employment opportunities.

The programs consist of extensive workshops, trainings, guest speakers, assessments and mentorship opportunities in order to provide essential skills for youth to acquire long-term employment.



*“Watching all that **one n ten** does as an organization to provide, protect, prepare and empower the LGBTQ youth leaves me inspired, speechless, and filled with a lot of love, hope, and faith in humanity.*

***one n ten** staff and youth showed me through their love, pride, courage and determination that respect for all has a force that greater than any of the profound ignorance faced by the LGBTQ community each day.*

*I feel so proud to be part of this community and can not thank you enough for embracing me, and helping me find ways to contribute to the success of **one n ten**.*

*I love you all!”*

*-Beth Weinstein, volunteer*

## Support Services

**COUNSELING:** on-site counseling from licensed counselors 4 days a week.

**FOOD:** regular meals and special events like barbecues and holidays provide for the basic needs of youth.

**CLOTHING:** free clothing including underwear, socks and jackets are available at the center.

**SHOWER:** walk-in showers complete with towels, soap and shampoo are available.

**TOILETRIES/HYGENE ITEMS:** items are available for youth to take as needed, including deodorant, lotion, toothbrushes and toothpaste, shaving razors, tampons, and more.

**COMPUTERS:** a full computer lab for doing school work, job searching, and communicating are available throughout each week.

**BUS & LIGHT RAIL PASSES:** single-use passes for the bus and light rail are provided to youth in need.

**HIV & STD TESTING:** free and confidential HIV and STD testing provided by Terros, a local health organization.

**SOCIAL ACTIVITIES (a.k.a. FUN):** We have everything from drag shows and poetry workshops to science experiments and movie nights. There are video games and movies in the game room, board games, books, art materials, and more.

The **one n ten** youth center is always a buzz with activities that support and foster the positive development of every youth participant.



## Youth Programming

**OUTscouts!:** OUTscouts! is a youth leadership development program with 15 participants who learn leadership skills through survival camping trips and assist in OUTdoor! Camp planning.

**SOURCES OF STRENGTH (S.O.S.):** Sources of Strength is *one n ten's* suicide prevention program which focuses on empowering and building a sense of community, providing resources such as counseling and the Q-Line, and healthy activities that youth can turn to when they encounter issues of distress in their life. One of these activities includes *one n ten's* "S.O.S." dance crew.

**HIV-POSITIVE SOCIAL GROUP:** Monthly social outings and events for HIV Positive youth.

**OMAGGIO YOUTH CHORUS:** *one n ten* has a youth choir. Youth who enjoy singing and performance have an outlet for their talents. The choir meets for practice every Saturday and has performed at *one n ten's* annual Fresh Brunch fundraiser and has also performed with the Phoenix Metropolitan Men's Chorus.

**"LET'S BE REAL" TRANS YOUTH GROUP:** The "Let's Be Real" group is a resource of support for any trans-identified youth. The group meets every Tuesday at the Community Health Clinic just down the street from *one n ten*.

**YOUTH VOLUNTEER PROGRAM:** The Youth Volunteer Program provides the opportunity for youth to develop their leadership skills at the center. A Youth Volunteer is the youth face of *one n ten* and greets newcomers and gives tours, ensures that people in the space are being respectful, and may also assist staff in running groups or activities.





## Athletics Programs

**one n ten** team sports are vital for building teamwork and community spirit. Our athletic programs have been active for the past 5 years growing in participation and recognized as leaders in youth athletics.

### **Youth Volleyball Team - Picachu's**

*Participating in the Arizona Gay Volleyball Association (AZGV), the Picachu's play in the fall season. Games are normally held at Steele Indian School Park. Volleyball players learn teamwork and communication skills and have developed friendships that extend beyond the court.*

### **Youth Dance Squad - S.O.S. (Sources of Strength)**

The S.O.S. dance squad provides a safe space for artistic dance performance for youth, S.O.S. dance squad empowers youth participants by helping them find their source of strength. Participants also receive training and resources to be knowledgeable about suicide prevention and how to help emotionally distressed or suicidal peers.

### **Youth Softball Team - Commandos**

The Commandos softball team played in the spring and fall season of the Cactus Cities Softball League, the valley's LGBTQ softball league. In addition to Sunday games, the team holds regular practices and participate in summer recreation softball through the City of Phoenix.



## OUTDOORS! CAMP:

The OUTdoors! Youth Leadership Camp brings LGBTQ youth from all over Arizona together with a common purpose to be open, learn from, respect and support each other and our community.

Camp is about respect, teamwork, growing as a person, learning new things, getting out of your comfort zone, having fun, learning how to better the community around you, with a message that each and every one of us can make a difference.

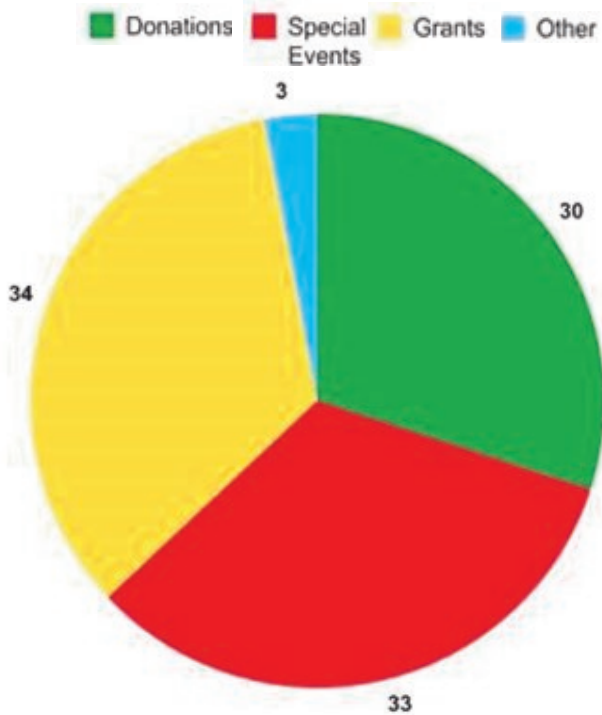
Outdoors! Camp takes place in the mountains of Prescott and happens once a year over Labor Day weekend. OUTdoors! Camp is dedicated to helping Lesbian, Gay, Bisexual, Transgender, and Queer (LGBTQ) youth develop leadership skills, work in collaborative ways, and develop a strong sense of self and community. We are based in Phoenix and Prescott Arizona, with collaborative partners throughout the state and country.

At OUTdoors! Camp youth find empowerment in a safe and fun outdoor summer camp environment. We use minimal technology at camp and focus our efforts on good old fashioned face to face communication. Camp activities vary and evolve each year and range from educational workshops on topics like "LGBTQ History" and "Non-Violent Communication" to community activities like our 250 person drum circle, horseback riding, and zip-lining.

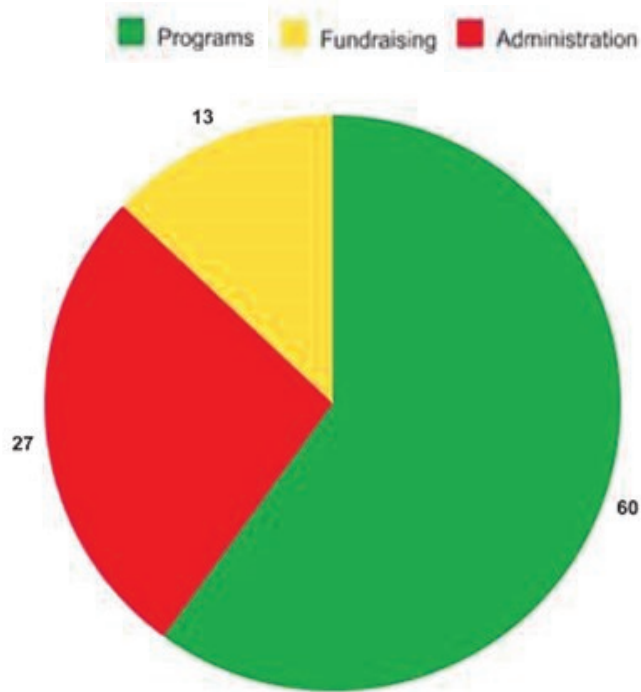


# 2012 Financial Snapshot

2012 Revenue: \$580,647



2012 Expenses: \$625,443



## Our Sponsors



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*“When I first came to Phoenix, I had no idea what I was going to do. I had lost everything I had worked for in the past five years. I had no clue where life would take me next or, where I would end up.*”

*Then, I found **one n ten**.*

*Working with one n ten uplifted me and inspired me to give my life another try.*

*I have now found that with my life I want to be the change that I want to see in the World. I have decided to devote my life to LGBTQ rights and liberties.*

*I hope that one day I can positively affect someone the way one n ten has affected me.”*

*-Jackson Blake, **one n ten** youth*