

2023 ANNUAL REPORT

Today's Youth.
Tomorrow's Future.





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Nate
Rhoton
CEO

Dear Supporters,

one•n•ten works each day to meet youth where they are. In every corner of our great state, from Yuma to Flagstaff and everywhere in between, we strive to be present, to listen, and to respond to the needs of our youth while creating safe spaces and community they can rely on for support.

In August, through the Spark Community Schools program, we opened an LGBTQ-affirming 6th, 7th, and 8th grade in our downtown Phoenix Youth Center. Together we were able to create a safe, affirming educational experience for LGBTQ youth and their allied counterparts. We quickly saw both positive and negative reactions from the media, with over 47 different news outlets running the story locally, nationally, and even internationally. Regardless of the headline, what I know to be true for our students and their families is this safe classroom space is a game-changer, allowing students to truly focus on their academic success rather than being consumed by the anxiety caused by school bullies and unaffirming policies. Test scores are higher across the board. Students have better attendance and report being happier and feeling more accepted and seen. We are also excited about the partnership with our new out-of-state satellite site in Steamboat Springs, Colorado. These initiatives represent our commitment to creating safe spaces and fostering opportunities for young individuals to thrive and flourish.

Yet, we must also acknowledge the persistent challenges. From continued anti-LGBTQ+ legislation targeting queer and trans youth to the heartbreaking realities of homelessness, bullying, harassment, healthcare disparities, and mental health struggles, we are confronted with the urgency of our mission. Our commitment to addressing these intersectional challenges is unwavering. We stand firm in our dedication to creating a world where every LGBTQ+ young person feels seen, supported, and empowered to pursue their dreams.

On this note, I extend my deepest gratitude to all our supporters, partners, volunteers, and staff members who tirelessly work towards our shared vision. Your dedication fuels our progress and inspires hope for a brighter tomorrow.

As we embark on this journey together, let us seize the opportunity to uplift, empower, and advocate for the youth who are the heartbeat of our communities.

With gratitude,
Nate



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

one.n.ten serves LGBTQ+ youth and young adults 11-24. We enhance their lives through empowering social and service programs that promote self-expression, self-acceptance, leadership development, and healthy life choices.

2023 Stat Spotlight

03

52%

11-17 years old



46%

18-24 years old



2%

25+ years old (Aged Up)



69%



Identify as Trans/
Non-binary/Gender Expansive

41%



Youth of Color

Youth lived in



Unique Towns/Cities



1147

Unique Youth Served



919

Attended In-Person Programs



411

Attended Digital Programs



385

Attended the Youth Center



531

Attended Satellite Sites



311

Participated in Wellness Program



Our Programs

Youth Center

The Youth Center is the central hub for all one•n•ten programs. Located in central Phoenix and open 5+ days a week, the Youth Center provides ongoing, engaging programs, critical resources, and dedicated support staff for youth across the valley. Programs vary each night, and each program offers an opportunity for youth to socialize, build community, and engage in meaningful conversations with peers and staff in a supportive, safe space. Ongoing reoccurring programs include:

Wellness Programs are facilitated at the youth center and various other program sites, with a focus on a holistic approach to wellness. Key wellness programs are the SexFYI! Programs and Sources of Strength (SOS) suicide prevention program.

SexFYI! is our medically accurate, age-appropriate, LGBTQIA+ centered sexual health education program. The SexFYI! programs answer questions, prompt discussion, and create space for LGBTQIA+ youth to learn about healthy relationships in a safe and inclusive environment.

Sources of Strength (SOS) is an evidence-based prevention program that helps youth identify protective factors or “sources of strength” for the prevention of suicide, bullying, and violence. The SOS program is facilitated at sites across the organization, including Camp OUTdoors programs.

The Zone is our HIV/AIDS education and prevention program. We welcome all identities and backgrounds. Now, more than ever, folks need a space to feel safe, seen, and welcome. The ZONE programs focus on HIV education, peer support, destigmatization, and HIV Testing. The Zone programs occur at the Phoenix Youth Center on Thursday 3rd from 5-6:30pm. The Zone also hosts one 18–24 year-old outing each month, which provides an additional opportunity for youth to build community.

one•n•ten recognizes the importance of providing identity-specific spaces so youth can build community with people who share their lived experiences. 2gether N Color (2NC) and Trans and Gender Non-Conforming (TGNC) groups are two identity-specific programs where young folks can connect with others who share their intersecting identities.

2gether N Color is a group for youth of color ages 14-24 that explores topics such as self-esteem, healthy relationships, and spirituality. 2gether N Color Group meets at the Phoenix Youth Center on the 1st Thursday of each month from 5-6:30pm. **2gether N Color Presents** is a program for all identities ages 14-24. We explore topics such as intersectionality and allyship. 2gether N Color Presents meets the 4th Wednesday of each month from 5-6:30pm.

Trans and Gender Non-Conforming (TGNC) Group provides a space exclusively for trans, non-binary, gender non-conforming, and questioning youth to connect and build community. Our TGNC group meets on the 2nd and 4th Thursdays from 5-6:30pm at the Youth Center and is for ages 14-24.



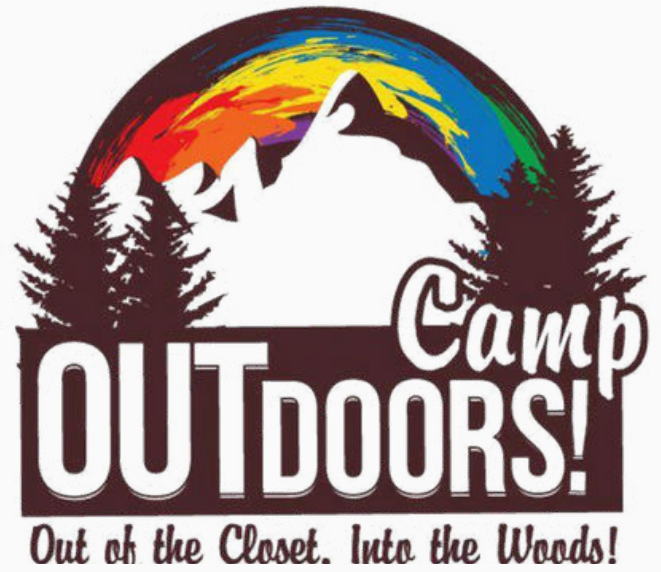
Camp OUTdoors has 5 signature programs: 2 summer sessions, the Trans and Non-Binary youth retreat, the 2gether N Color retreat, and the OUTscouts program.

Camp OUTdoors offers life-changing experiences for LGBTQ+ youth ages 11 to 24 and is dedicated to helping them develop a strong sense of self and community in an inclusive camp setting. Through activities and educational workshops, campers build leadership skills and work in collaborative ways while connecting to the environment. Each year, hundreds of youth come from across the state and country to participate in the magic of the two summer sessions of Camp OUTdoors.

The Trans and Non-Binary Youth Retreat provides an empowering identity-specific 3-day retreat for Trans, non-binary, and gender-diverse youth.

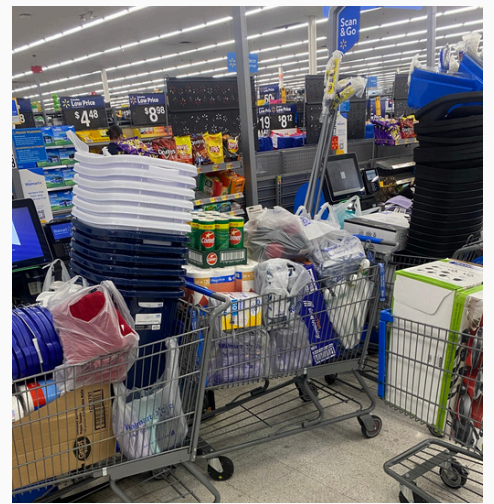
The 2gether N Color Retreat provides an empowering identity-specific 3-day retreat for LGBTQIA+ youth of color.

OUTscouts began in 2012 as a youth leadership committee and outdoor adventure component of the Camp OUTdoors program. The OUTscouts play a key role in ensuring that Camp OUTdoors programs meet the needs of the campers and that the camp staff and volunteers are reflective of the youth we serve. Throughout the year, the OUTscouts have the opportunity to access the outdoors together through day trips and weekend-long outdoor trips. Camping, backpacking, rock climbing, kayaking, hiking, and wilderness skill trips are popular among youth.



The one•n•ten POND program provides quick housing solutions for LGBTQIA+ and allied youth, ages 18-24, who are literally homeless or unstably housed. one•n•ten is driven to provide an innovative approach by utilizing a progressive engagement model that provides a flexible amount of “just enough” assistance to help move more unhoused youth into safe, stable, and permanent housing.

With the support of one•n•ten, POND participants live in single occupancy apartments throughout the valley for 6-12 months with a lease in their own name. With temporary navigation and supportive services such as workforce development, connection to education opportunities, life skill-building programs, rental assistance, and referrals for various services, participants are supported in addressing their challenges in a safe space where growth, self-esteem, and strengths are celebrated and nurtured on the journey to maintaining permanent housing stability.



P.O.N.D. Workforce

The one•n•ten POND workforce program is designed to assist LGBTQIA+ youth, ages 16-24, in gaining the skills necessary to successfully gain employment with employers that support and affirm their LGBTQIA+ identities. Youth can participate in the workforce program in the following ways:

Participate in CareerQUEER, our 6-week, 12-hour cohort-based program course that covers several employment-related topics such as resume writing, rights in the workplace, interviewing skills, and more. Courses are offered in person and online.

Meet-the-Employer events gather LGBTQ+ affirming employers and youth job seekers, creating a space for participants to be familiar with companies that value and celebrate the unique identities of their LGBTQ+ employees.

Drop-in programs that focus on a singular topic, such as job searching, communication skills, or financial literacy.

Outings to employer locations to learn about career opportunities in a variety of fields.

Youth participants have the opportunity to work with one•n•ten’s Workforce Navigation Specialist to identify their goals and career interests and get coaching support.



one•n•ten has **19** satellite programs across the state and one partner site in Steamboat Springs, Colorado. Our satellite program sites offer critical support to youth who do not have access to ongoing safe spaces in their communities. With supervised support from trained and caring staff members, we ensure every participant is supported while engaging in fun, age-appropriate programs.

Our satellite programs offer low-cost, high-impact ways to positively impact LGBTQIA+ youth from geographically diverse regions across the state. We develop relationships with key community partners to borrow and/or rent safe and secure spaces to host our satellite programs. Satellite sites offer a wide variety of programs to meet the needs and interests of youth. Some examples of programs include: art classes, writing workshops, group discussions, identity-based programs, self-esteem building, wellness workshops, anti-bullying workshops, and plenty of fun team-building opportunities. Programmatic partners have been developed throughout the many cities our satellites operate in, including **Anthem, Chandler, Cottonwood, Flagstaff, Gilbert, Glendale, Litchfield, Maricopa, Mesa, North Phoenix, Peoria, Prescott, Queen Creek, Scottsdale, Show Low, Steamboat Springs, Surprise, Tempe, and Yuma.**



Additional Programs

Youth Advisory Council (YAC)

The YAC is made up of dedicated youth from across our program sites who help make an impact on one•n•ten programs. YAC members influence future programs, provide valuable feedback to the staff and board at one•n•ten, and serve in a leadership role at events and functions such as the Phoenix Pride Parade.

Training Program

The one•n•ten training program offers both trainings and consultations to help businesses, non-profits, organizations, agencies, facilities, and more support their LGBTQIA+ customers, co-workers, clients, youth, and employees. Trainings range from one hour to multi-day and can be customized to meet the needs of the client.

Parents' Group

We offer a Parents' Group two times per month. This group is open to parents, teachers, counselors, and other trusted adults. The group comes together to learn about one•n•ten programs and services and how to best support LGBTQIA+ youth in their lives. Groups often focus on topics such as: supporting young people and pronoun use, understanding LGBTQIA+ terminology, supporting youth in developing social skills, and how to support youth when they 'come out'.

Youth Spotlight

08



Sam Beach, 23
he/him/his

“I started come to one•n•ten in late 2014. I was 14 and had never been in a space with other people like me before. I was terrified I’d be the only trans person in the group because prior to one•n•ten, I didn’t know other trans people. When I joined, I found a community of people who understood and accepted me. one•n•ten become like a second family to me. one•n•ten has been there for me in my hardest times. It is somewhere I knew I can always go to feel safe, accepted and genuinely cared for. Through the years, I’ve done so much with one•n•ten and I plan on continuing to do more, one•n•ten has helped me meet so many people who have shown me examples of who I want to be and made me who I am today. “



Anonymous, 19
it/its

“I’ve been creating for as long as I’ve lived, it’s something that is a part of me to my core. I’ve used writing and reading to escape for almost as long, but for the past year or so I’ve been trying to use my writing as grounding and reflection on the life I choose to lead and connect more than disconnect from the people and things around me. I feel that I’ve both grown as a writer and as a person, in writing about my experiences and my ideals that mean most to me. Hearing what people take away from my art in general, but especially my writing, makes me want to keep going. Knowing that I can impact someone from just a few lines that come from the deepest parts of me, even if it’s not exactly what I put in, makes me feel a part of something much larger worth the effort.”

Donor Spotlight

Hero's Circle Members

Alexander Roberts
Alexandra Crandall
Amanda Souders
Amy Stave
Andrea Levy
Angie Dittrich
Andy Hinderer
Anne Kotleba
April Miller
Ashley Smith
Autumn Toner-Collins
Becky Bartkowski
Bella Powell
Ben Weinberg
Beth Wollman
Bethany Hatch
Bill Kanneberg
Blaise Caudill
Blake Maloney
Bradley Lolling
Brandon Crews
Bruce Bouldin
Calvin Cole
Carolyn Imbrie
Casey Clowes
Charlee McDermott
Chris Masterson
Christi Johnstone
Christopher Bird
Christopher & Clayton Davenport
Christopher Harrison
Christopher Murphy
Clark Grabe
Colby Gergen
Corey Rubino
Corri Rankins
Courtney Pelletier
Craig Deslauriers
Crystal Hughes
Dan Clarke
Dani Logan
Daniel Raab
Daniel Ruiz II
Daniel Valdez
David Cane
David Gill
David Maxwell
Dee Parker
Deejah Figueroa
Denise DeLine
Dennis Mitchell
Dianna Rubey
Dory Edwards
Douglas Baldwin
Dwayne Hartford
Eileen Conway
Eileen Rogers
Eric Vasquez
Frank Valenzuela
Frederick Siegrist

Gianna Johnston
Golden McCarthy
Gregory Joines
Gretchen Hanson
Harrison Gears
Heidi Espino
Henry Gnoza
Jakob Trierweiler
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John Kirkpatrick
John Salazar
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Jonathan Ortiz
Joseph Martinez
Josh Atkins
Josie Mitz
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Julianne Hurst
Justin Ramirez
Kate Fisher
Kathleen O'Donnell
Kathleen Waldron
Katrina Arrington
Katrina Martinez
Kaylee Weyrauch
Kelley Densham
Kelly Rein
Kelsey Gilbert
Kenneth Hoffman
Kevin Smith
Kimberly Burleson
Kimberly Narde
Kori Gross
Kory Ambrosich
Krista Long
K Anne Krznarich
Lauren Crisp
Lauren Drake
Lee Hughes
Leslie Kahn
Lewis John Meinel-Pizer
Liliana Orta
Linda Takata Gray
Lisa Nau
Madelyn Root
Manny Soto-Griego
Marcel Williams
Margarita Hendrix
Mary Palmer
Marygrace Ohab

Matthew Peachey
Meg Sneed
Melissa Coleman
Melissa Smallwood
Mellie Santora
Michael Boughton
Michael Mammina
Michael Mazzocco
Michael Rideout
Mike Klein
Mindy Rice
Natalie Cianciola
Nathaniel Rhoton
Nicholas Denman
Nicole Hoffman
Nick & Kanani Voegeli
Patricia Stevens
Patrick Aiken
Paul Del Rosso
Paul Hopkins
Paul Pickett
Pedro Jungk
Phillip Harvy
Rachel Barajas
Rachel Jung
Rebecca Carangelo
Rebecca White
Rick Pritchett
Samantha Meier
Samuel Scheele
Sandra Foisy
Scott Braun
Scott Burnam
Scott Howell
Scotty Craig
Shannon Balk
Sharon Roesch
Shawn Gensch
Sheila Kloefkorn
Sheryl Wilson
Sky Higgins
Stephanie Koebele
Stephen Kovar
Steven Penry
Tad Gary
Tanya Firdman
Terri Williamson
Tony Felice
Thomas Siebenaler
Tracey Breeden
Travis Batchelder
Travis Craddock
Troy Withers
Warren Brown
Waylon Wolf Black
Wendy Sellers
Will Bradley
Yvonne Tagge



*Hero's Circle List based on active members giving \$25+ monthly as of 12/31/2023.

Donor Spotlight

Major Donors

Aaron Carter & Michael Mosier
 Alexander & Steve Oliphant-Hughes
 Amanda Ventura Zink
 Andrew Etchart
 Andrew Albrecht
 Angie Dittrich
 Arthur Curtis
 Brad Frandsen
 Brandi Garlutzo
 Brandon Hogan
 Brenda Phillips
 Brooke Todare & Kathleen Kunkler
 Buddy Loomis
 Calvin Goetz & Jeremy Kraut-Ordver
 Calvin Cole
 Carmen Jandacek & Stephanie Martin
 Charlie Ray
 Cheryl McCoy & Zach Melton
 Christopher & Clayton Davenport
 Cindy Todare
 Clark Grabe
 Cory & Lynette Braddock
 Cristina Carlson
 Daniel Miller
 Darryl Embrey & Richard Silva
 David Bones
 Donald Chambers
 Douglas Bernstein
 Dustin Marshall & Felipe Romero
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 Greg Harper & Michael Miller
 James Hayden & Carl Schager
 Jason Harrow
 Jay Franke
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 Jennifer Vargas
 Jennifer & Matthew Falgione
 Jesus Godinez
 Joe Bushong & Chad Christian
 John Vargas
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 Katee Van Horn
 Kevin Axx
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Kirk Isenhour & Doug Anning
 Laine & Melanie Ford
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 Lucius & Eva Eastman
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 Matt Peterson
 Matthew Phillips
 Matthew Boland
 Matthew Stein
 Melissa Cohen
 Merle "Jo" Finks
 Michael Klein
 Michelle Keas
 Mike Gorman & James Fay
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 Patti & Peter Bezanson
 Rick McCartney & Korwyn Williams
 Robert Kerry
 Robin Trush
 Robin Michelle Kratzer
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 Scott Young
 Scott Steen
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 Sheila Kloefkorn
 Sima Thakkar & Tanya Firdman
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 Steve Sinquefield
 Susan Vance
 Terri Williamson
 Thomas Siebenaler & Lou Goodman
 Tim O'Neal
 Tracy Katz
 Valdo Figueroa
 Vern Johnson & Duane Mantey
 William Lewis
 William Hummel



Legacy Society Members

John Bergeron & Hal Norman
 Ron Bowman & Stanley Zukowfsky
 Nate Rhoton

Grants Spotlight



Corporate & Foundation Grants

Arizona Coyotes Foundation
ADP Foundation
American Deams, An Advisor Group Foundation
APS
Arizona Community Foundation
Arizona Super Bowl Host Committee
AssetMark
Broadstone Net Lease
Cardinals Charities
City of Phoenix
Diane and Bruce Halle Foundation
Discover Brighter Futures Fund
Enterprise Holdings Foundation
Gill Foundation
Grainger Inc
Horizon Strategies LLC
ImpactAssets
Janis Chapman Merrill Foundation
Kellenberger + Tollefson Center for LGBTQ Philanthropy

Phoenix Suns Charities
Puttshack USA Inc
Richard P Stahl Charitable Fund
Robert E. Ringdahl Foundation
Schneider National Foundation Inc.
Sharing the Good Life Foundation
Sheila Kloefkorn Equality Fund
State of Arizona
Summer Youth Program Fund
The Arizona Republic/azcentral.com
The Bob & Renee Parsons Foundation
The Burton Family Foundation
The Paula Lutz Gibson Fund
Tulsa Community Foundation
Virginia G. Piper Charitable Trust
Walmart
Woodward Fund
Wosaba Family Charitable Fund

Major Sponsors



Partnerships

- Arizona Legal Women and Youth Services**
- Aunt Rita's Foundation**
- Big Brothers Big Sisters of Central Arizona**
- Bloom 365**
- Brighter Way Dental Mobile Clinic**
- Goodwill of Central and Northern Arizona**
- HOM, Inc.**
- Native American Connections**
- Phoenix Children's Hospital**
- Queer Futures**
- Southwest Center**
- Spark Communities Schools**
- Valley Youth Theatre**

Partnerships are a key to helping us provide a variety of programs and services that young folks need. Some of our key partnerships at the Youth Center include:

Phoenix Children's Med Van is provided on the 2nd & 4th Tuesday from 3-5 pm at the Phoenix Youth Center. Youth can receive free medical care and counseling that is affirming of their identities.



Brighter Way Dental Van comes to the Phoenix Youth Center once a month from 3-5pm. Youth can receive free dental care, cleaning, cavity fillings, etc.



Spark Communities Schools hosts the Queer Blended Learning Center (QBLC) middle school program for 6-8 grade students at the Youth Center Monday-Friday during the school day. This is a safe educational space where students are honored and celebrated for their unique identities while they gain a gold-standard education.



Volunteer Spotlight

14



6,510

Program Volunteer Hours



3,910

Camp OUTdoors Volunteer Hours



960

ERG Volunteer Hours



20

ERGs Engaged



one•n•ten Board of Directors

Kris Cano- Chair
David Cane - Vice Chair
Angie Dittrich - Secretary
Scott Greenwood - Treasurer
Cory Braddock
Calvin Cole
Bev Crair
Darryl Embrey
Valdo G Figueroa

Dr. Floyd H. Hardin, III
Shelley Hummon
Rick McCartney
Tracy Nadzieja
Dominique A. Sims
Lou Goodman
Manuel Soto-Griego
Sima Thakkar
Nate Rhoton (ex-officio)

• As of 12/31/2023



Employee Spotlight



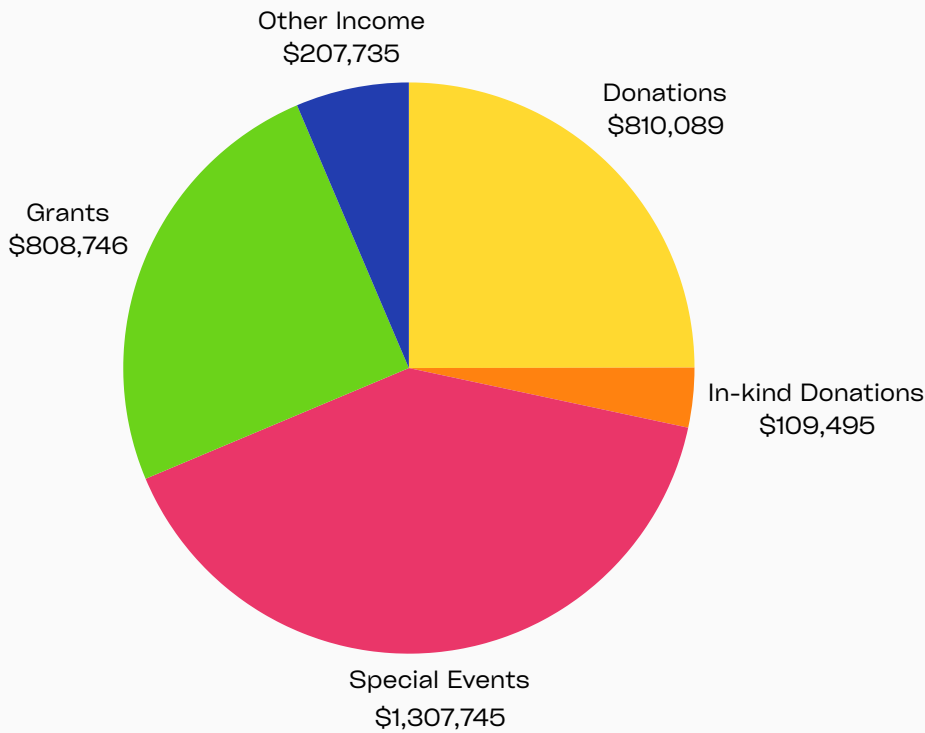
one·n·ten Staff

Abby Eshelman, Youth Center Operations Manager
Alex Mangione-Smith, Satellite Coordinator
Amber Dalton, Satellite Coordinator
Bri Williams, Youth Center Program Specialist
Cierra Crea, Satellite Coordinator
Clayton Davenport, Senior Director of Development & Marketing
Comesha Cunningham, Director of People & Culture
Crystal Hughes, Development Manager
Dani Logan, Director of Communications
Danielle Bittner, Development Associate
Dee Latcher, Youth Center Program Specialist
Dempsey Keenan, Satellite Coordinator
Dyana DaCosta, Wellness Program Specialist
Elliot Rumpf, Satellite Program Assistant Manager
Eric Morales, Volunteer & In-Kind Program Manager
Eva Siler, Program Specialist
Gina Read, Program Manager
Hira Ismail, Training & Digital Program Specialist
Isabel Montano, Youth Center Assistant Manager
Ivy Gardner, Satellite Coordinator
Janine Moore, Social Media
Johnnie Ghiglia, Satellite Coordinator
John Ngo, Finance Manager
Judy Ruiz, Satellite Coordinator
Kai Rippy, Satellite Coordinator
Kado Stewart, Vice President of Programs & Strategy
Keri Kramer, POND Program Manager
Kieren Alvord, Camp Program Specialist
K Krznarich, Satellite Program Specialist
Laura Rodgers, Satellite Coordinator
Melissa Coleman, Executive Assistant
Nate Rhoton, Chief Executive Officer
Rebecca Osier, Satellite Coordinator
Rhonda Sanders, Satellite Coordinator
Peyton Ortiz, Satellite Coordinator
Rochelle Rippy, Housing Navigation Specialist
Sally Jane Kerschen-Sheppard, Director of Development
Sandra Foisy, Director of Youth Center & Satellites
Sara Simkins, Housing Navigation Specialist
Sloane Koogle, Satellite Coordinator
Sophie Hart, Satellite Coordinator
Steve Lemerand, Event Manager
Tabatha Schwartz-Rodriguez, Satellite Coordinator
Ulises Heredia, Youth Center Program Specialist & Zone Coordinator
Wallace Hudson, Training & Digital Program Manager



Financial Highlights

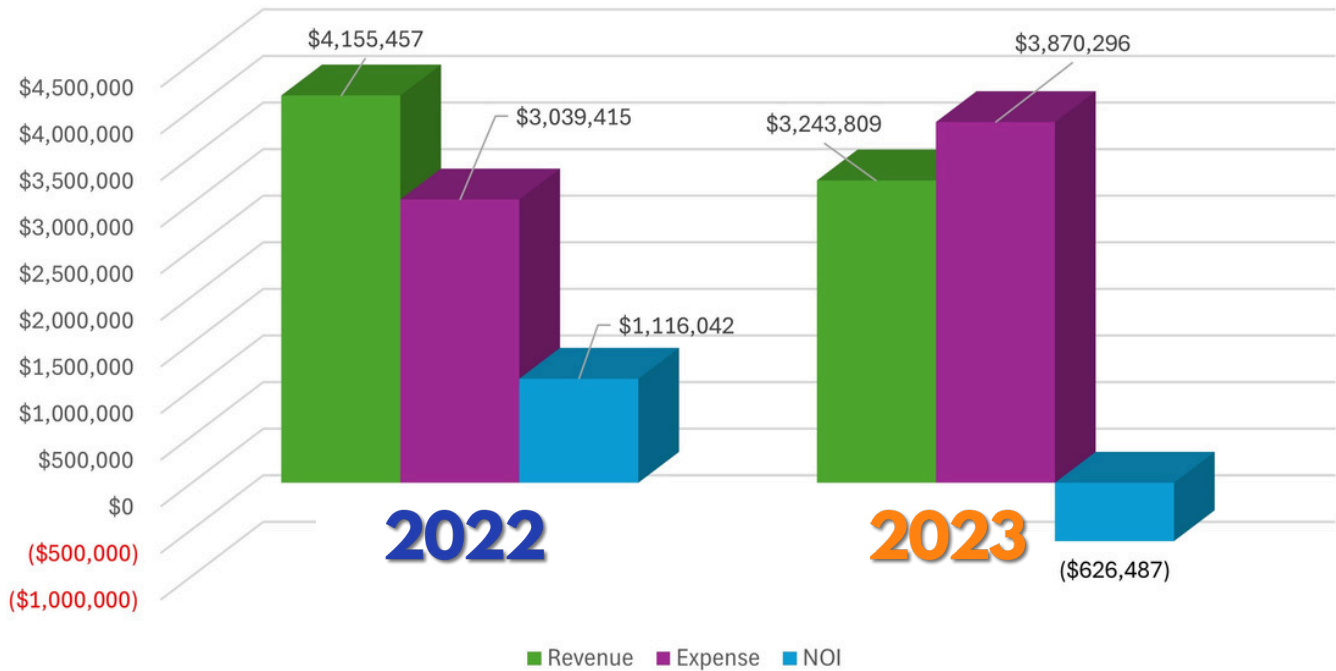
REVENUE



EXPENSES



Revenue and Expenses



Revenue and Expense data provided for both 2022 & 2023, as significant grant funding received and recognized, per GAAP, in 2022 funded programs in 2023. The net operating income for 2022 & 2023 would be \$244,778, if averaged.



2023 Fresh Brunch



2023 Dancing for one•n•ten



2023 National Coming Out Day

Contact Us

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Phoenix, AZ 85004

Address



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Email



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Website



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Today's Youth. Tomorrow's Future.

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