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THE NEWSLETTER FOR TIME OUT YOUTH

**WINTER 2011**

## New Executive Director Named

The Board of Directors is pleased to announce the appointment of our new Executive Director, **Rodney Tucker**. Rodney, a native of Charlotte, brings over 20 years of non-profit management experience in local and national organizations where he has focused on fundraising, strategic and financial planning, coalition building, and advocacy. He has a BA in Human Services from UNC-Charlotte, an MA in Christian Education from Southern Theological Seminary, and an MA in Counseling focusing on Child and Family Development and Community Counseling from UNC-Charlotte.

Rodney has served in various leadership roles in the LGBT community including: 2007 HRC Gala co-chair, Administrator of Gay BINGO Charlotte, Helping Hands and AIDS Walk Charlotte, Take Over Charlotte co-founder; and he has served on the Board of Directors at The Lesbian and Gay Community Center.

Rodney's passion has always been working with youth and leadership development. "I am thrilled to be in a leadership role with Time Out Youth. TOY has such a rich history in our region and has helped so many young people.

"I want to ensure the organization continues to develop future leaders for the LGBTQ community and I want to provide them with a safe place to learn and grow," stated Rodney.

"Many people assume that life is easier for LGBTQ youth today and for some it is, but the recent string of suicides is a grim reminder that for many young people, life is still NOT better. I want Time Out Youth to be the national leader in enhancing LGBTQ youth and creating strong, competent, healthy leaders and ensuring healthy productive lives for our youth."

Board Chair, **Ivey Graham** noted, "I have known Rodney for several years and have seen first hand his ability to lead and mobilize people. "I feel confident Time Out Youth will quickly become a national leader among LGBTQ organizations while we continue to provide amazing services in the local community."

Rodney's first official day will be December 1, 2011. Please welcome Rodney by emailing him at [RTucker@TimeOutYouth.org](mailto:RTucker@TimeOutYouth.org) or by calling 704-344-8335.

## Our Mission

Time Out Youth offers support, advocacy, and opportunities for personal development and social interaction for lesbian, gay, bisexual transgender and questioning (LGBTQ) youth ages 13 – 23, by

- Providing a safe environment for LGBTQ youth and their allies by fostering interaction, learning, and affirmation.
- Building a youth's self-concept to its fullest potential through uniquely targeted programming.
- Offering diverse opportunities for group activities that are open to all and closed to none.
- Promoting awareness, understanding, acceptance, and inclusion for LGBTQ youth.

# Another Great Year at TOY

## Financial Update

Time Out Youth ended the fiscal year on August 31 with a positive cash balance for the fifth consecutive year. In addition to achieving the board's goal of maintaining a minimum six-month expense reserve for each month of the year, we set aside income to fund our School Outreach Initiative for the coming year.

We are especially grateful to the following foundations and organizations which provided funding during the past year:

Charlotte Lesbian and Gay Fund  
FTS Foundation's White Party  
Freeman Foundation  
Wells Fargo  
Food Lion, LLC

## Financial Highlights

### Income

Grants	\$54,729
Restricted Gifts	31,800
Individual Contributions	81,171
Special Events	<u>63,328</u>
<b>Total Income</b>	<b>\$231,028</b>

### Expenses

Salary	\$76,369
Administrative Expense	35,228
Professional Svc.	9,637
Taxes & Insurance	9,049
Program & Restricted Exp	<u>29,034</u>
<b>Total Expenses</b>	<b>\$159,317</b>

This past year was one of growth, reflection and transition for Time Out Youth. Most notably, 2011 marked our 20<sup>th</sup> anniversary of service to LGBTQ youth, which we honored with a weekend of celebration. Our Platinum Gala brought together our past and our future with addresses by our founder, **Tonda Taylor**, who spoke about the growth our agency has seen in the last twenty years, and two of our youth, **Ean Woods** and **Loan Tran**, who spoke eloquently about the current and future needs of LGBTQ youth in our community. And our youth prom was attended by over 100 excited young people.

Our second annual Believe in Youth event, with **Campus Pride**, welcomed **Judy Shepard** who shared the pain of losing her son, Matthew, but also challenged us to toward a future without hate. Last fall, we hosted a community vigil in response to the national spotlight on bullying and the suicides of LGBTQ teens. This spring, we helped host an interfaith prayer vigil in response to the anti-LGBT marriage amendment. We have also organized two interfaith clergy panels to help local faith leaders understand and support our youth.

We continue to increase our presence in the community in many different ways. In addition to our powerful Speakers Bureau, Time Out Youth continues its year-old community service program to build positive connections between our youth and the broader community, working with many community organizations addressing needs related to homelessness, poverty, and family support.

Recently, Time Out Youth launched a new addition to our School Outreach Initiative by hiring a Program Manager to meet the critical needs of LGBTQ students in our schools. This innovative approach to increasing acceptance and improving school climate for LGBTQ youth aspires to provide direct support to existing gay-straight alliances in local schools, help students establish GSAs, and create mutually supportive relationships between schools and the LGBT community. We believe this effort has the potential of becoming a model for other communities committed to improving school climate for LGBTQ youth. (See the article on page 4 for more information on this program.)

In September, we entered a new period of transition when our Executive Director, **Steve Bentley**, accepted a position with the Levine Museum of the New South. While we will miss Steve's presence and are sad to see him go, he prepared us well for his departure. He leaves us on strong financial footing with proven operational processes and a terrific staff. We look forward to getting to know Rodney and watching the agency grow under his leadership.

As Time Out Youth enters its third decade of providing consistent support and advocacy for LGBTQ youth in the Charlotte-Mecklenburg region, we remain committed to continuing to help our youth reach their full potential and overcome the many external obstacles they encounter on the way.

## Programs at a Glance

(AUGUST 1, 2010 –  
SEPTEMBER 30, 2011)

### MONDAY NIGHT DISCUSSION

149 Youth Served  
739 Total Visits

### MOVIE NIGHT

73 Youth Served  
269 Total Visits

### WEDNESDAY NIGHT DISCUSSION

72 Youth Served  
264 Total Visits

### THURSDAY NIGHT DISCUSSION

42 Youth Served  
129 Total Visits

### TOTAL YOUTH SERVED:

192

### TOTAL VISITS ALL PROGRAMS:

1,401

### SPEAKERS BUREAU

50 Engagements  
880 Total Audience Reached

### EMERGENCY HOUSING

9 Youth Served  
79 Nights Housed

## Our Thanks

The Board of Directors wishes Steve Bentley all our best as he begins his new venture as COO with Museum of the New South. Steve gave countless time and devotion to our youth and organization. By his strategic leadership and guidance he placed us in a position to prosper. The Board, staff, and youth will miss Steve's compassion, dedication, and his ever present smiling face. We Love You Steve! Best Wishes!

## One Youth's Story: Ivel Posada

My association with TOY started right before the commencement of my junior year in high school. At the time, I had recently come out to my parents as gay. Seeking a place where I could be amongst other gay teens, I gathered the courage to show up for Monday night group. What I found at TOY was a home away from home. I discovered a place where I could be myself and talk about issues that were of importance to me. But, most importantly, I found a family. Although unconventional by any standard, this new family was one that was always there for me. It consisted of TOY's warm and caring staff, volunteers, and youth, all of whose stories provided me guidance when I felt lost and comfort when I felt alone. TOY opened a world of opportunities that I scarcely could have imagined prior to my involvement with the organization.

As a youth board member, I was able to obtain a wealth of experience with the workings of a nonprofit. Participating in board retreats and meetings provided me an excellent opportunity to hone my leadership skills and more fully develop a "team player" mentality. What I enjoyed most about TOY, however, was my involvement in the Speaker's Bureau program. As a member of the Speaker's Bureau, I had the chance to advocate on behalf of the gay community. At the same time I was able to listen to the concerns and questions that many North Carolinians had in regard to the LGBT community. The confidence TOY instilled in me through the people I met, the places I went, and the opportunities it presented me with, is a gift I will carry with me for the rest of my life.

*Former youth board member, Ivel Posada is attending Harvard College on a full academic scholarship*

## The Neil & Tim Griffin Scholarship Winner

Please join us in congratulating **Christine Abernathy**, our 2011 **Neil & Tim Griffin Scholarship** winner. Christine is a Political Science and Women's Studies major at The University of North Carolina at Chapel Hill. She is an avid lover of all things artistic and political and serves as secretary of UNC Young Democrats. She is a passionate advocate for a wide spectrum of issues including reproductive rights, sexual health, LGBTQ rights, and international human rights. To that end, Christine has traveled the world, from Ghana to Honduras, to help bring awareness to issues such as sex-trafficking. Wherever there is a need, Christine is never afraid to jump in and help make a difference. When not rallying on the steps of the Capitol or performing in a theatre, she can be found on the tennis courts or a yoga mat.

## School Outreach

Our new effort to support school-based gay-straight alliances (GSAs) and other LGBTQ-friendly student programs is off and running! In partnership with the **Gay Men's Chorus of Charlotte**, TOY has hired a dedicated resource to provide direct support to students and faculty advisors who wish to have a GSA in their school.

**Melanie Pace** started at TOY as an intern in August 2010 and was hired as TOY's new School Outreach Program Manager in August 2011. Since August, Melanie has worked to connect with and support students and staff in local schools. "The students I've met are very diverse, but one thing they share is a passion to make a positive difference," she observed. "My goal for the fall has been to visit as many clubs as possible to learn more about what students are doing and better understand how we can help them be successful."

**Laurie Pitts**, TOY's Director of Programs and Services, notes that "research has shown that schools with strong GSAs have reduced incidences of harassment and bullying, and report more positive school climates overall than those without the student clubs. This effort represents a long-term goal of building a mutually supportive relationship with local schools. We are excited about the positive feedback we have received from students and staff so far. "

## Transitions

Time Out Youth welcomes four new board members: **Paige Dula**, AVP and Applications Programmer Consultant at Bank of America; **Joey Honeycutt**, Victim Services Volunteer Coordinator at United Family Services; **Josh Lemke**, VP and Sourcing Manager at Bank of America; and, **Lisa Swayne Proud**, Director of Marketing with Invisible Fence South.

We wish to thank out-going board members for their tireless and faithful service: **Jonathan Anslow**, **Donell Beaty**, **Ted Lewis**, **Dan Mauney**, and **Ean Woods**.

We also welcome new interns **Amy Medlin** and **Melissa Hartsell**, both pursuing a Bachelors of Social Work at The University of North Carolina at Charlotte.

## Board of Directors

Ivey Graham, Chair

Jeremy Carter, Vice Chair

Christa Carter, PhD, Treasurer

Terri Matthews, MSW, ABD, Secretary

Tim Bice

Paige Dula

Michael Holmes

Joey Honeycutt, MSW

Josh Lemke

Jolie Long, LPC

Chip Perry

Dang Pham, Youth Board Member

Lisa Swayne Proud

Loan Tran, Youth Board Member

Steven Wilson

## Staff

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