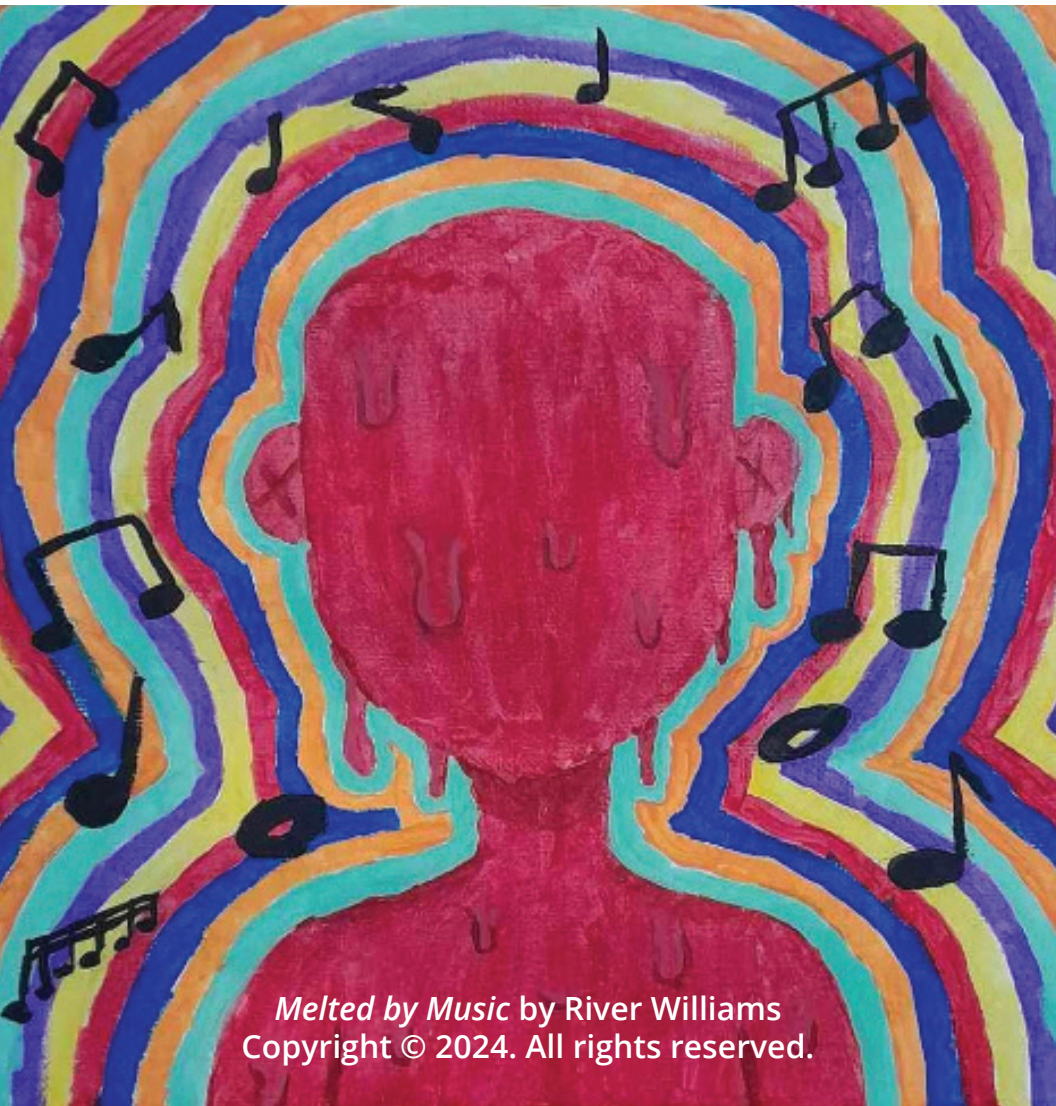




LIFTING UP  
MAINE'S  
QUEER YOUTH

**28 YEARS OF HELPING MAINE BECOME MORE  
WELCOMING & AFFIRMING FOR LGBTQIA2S+ YOUTH**



*Melted by Music* by River Williams  
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# LETTER FROM THE EXECUTIVE DIRECTOR

Greetings!

Since 1996, OUT Maine has worked tirelessly to foster inclusive communities that celebrate the rich diversity of Maine's queer youth across all their intersecting identities. Our mission extends beyond providing support—we strive to reform the very systems that shape the lives of LGBTQIA2S+ adolescents, including educational institutions, healthcare facilities, and community organizations.



Distinguished by our commitment to rural LGBTQIA2S+ youth, OUT Maine serves as a beacon of hope in regions often overlooked and under-resourced. Through meticulously tailored programming and training initiatives, we empower these young individuals with the social support, positive role models, and inclusive policies necessary for their success.

Last year, we embarked on a strategic planning endeavor guided by meaningful conversations with youth, families, and community partners. These insights are helping us expand our support and resources, focusing on building resilience and life skills to help our LGBTQIA2S+ youth survive and thrive.

As we continue to address the impact of the political “pushback” against LGBTQIA2S+ youth sweeping the country and overwhelming Maine's rural schools, OUT Maine's mission is more relevant and urgent than ever. We continue to strengthen and expand our efforts to provide support programs for youth and their families, but we know that is not enough. To make a difference, we must stand strong and work together to keep protections in place for our youth.

Your generosity and commitment to our mission have been essential in reaching the achievements highlighted in this Mission Impact Report. Together, we are shaping a future where LGBTQIA2S+ youth know that they belong and are supported in every facet of their lives.

Thank you for standing with us as we continue to ensure that every LGBTQIA2S+ youth in Maine has the chance to thrive.

With Gratitude,

Susan B. Campbell  
She/They  
Executive Director

A handwritten signature in white ink that reads "Susan B. Campbell". The signature is written in a cursive, flowing style.

# CHANGING THE SYSTEMS THAT AFFECT YOUTH

OUT Maine has provided training, presentations, consultations, Best Practices Guides and policies, and a free resource library for institutions that serve Maine's youth. We have reached providers, educators, and community leaders in all of the areas below.

*Making Maine's rural schools safe for LGBTQIA2S+ youth.*

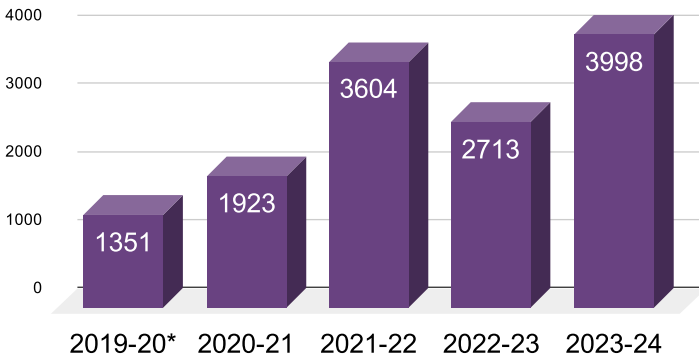


*Making Maine's health & mental health services accessible, equitable, & inclusive for LGBTQIA2S+ youth.*

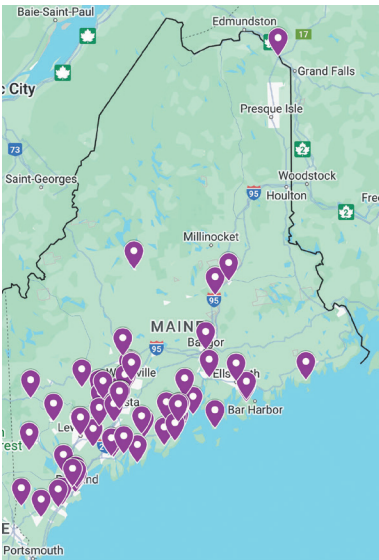
*"(I come to OUT Maine programs) to find a community of people like me so I don't feel as alone." - Youth Participant*

# WEAVING A STRONG SAFETY NET

Professionals Trained FY 20 - 24  
22,000+ since 2015



## Statewide Safety Net



The number of trained professionals is GROWING with our statewide professional development.

We have trained professionals in...

- Healthcare systems
- Mental Health practices
- Education
- School Boards
- Youth-serving organizations
- Faith-based organizations
- Juvenile Justice system
- Foster care system

*"They dedicated time to workshop the needs of our organization AND to learn about the needs and goals for other youth serving orgs." - Training Participant*

# SUPPORT, EDUCATE, EMPOWER

## Expanding Support

Increased staff support and programs to address increased mental health needs across the state.

Weekly online youth groups, ages 9-22.

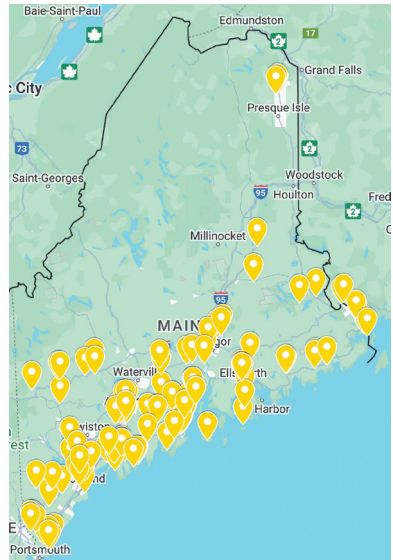
Parent and family support groups.

GSTA Advisor Circle, inclusive educational activities, and best practice resources.

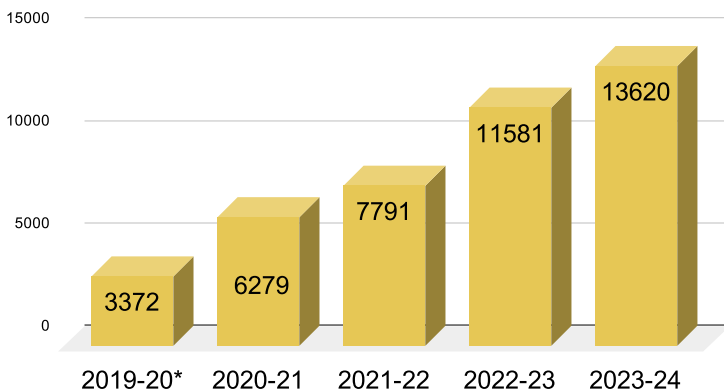
## Growing Collaborations

Strengthening statewide safety nets for youth and families through collaborations and professional development programs.

## Youth Impact



Youth Engagements FY 20 - FY 24



*“Both years have been so positive for me and I’ve learned and grown so much here. This is such a safe space, please keep creating it <3” - Youth Participant*

# IMPACT ON FAMILIES

## Youth Programs

### Youth Advisory Board

### Educational/Leadership Weekends

- Rainbow Ball Weekend
- Leadership retreats

### Community and Skill-Building

- Community-based events
- Online programs



**220**  
NEW YOUTH

## Parents/Families

- Support groups
- Education
- Consultations and resources



**192** PARENT  
ENGAGEMENTS

**13,620**  
YOUTH  
ENGAGEMENTS



*"[...] Having the support of OUT Maine and other parents has saved our family's lives." - Parent*

# IMPACT THROUGH COMMUNITY

## Schools

- Policy development
- Consultations
- Professional development
- Student education
- GSTA support
- GSTA Advisor Circle and Network

228  
GSTA  
SUPPORTS



760  
SCHOOL  
ENGAGEMENTS



## Community

### Systems Change Initiative

- State systems (DOE, DHHS, DOJ)
- Healthcare and mental health systems accessible, equitable, and inclusive

### Community at Large

- Hub and Spoke model

### Professional Development

- Menu of training options to strengthen skills and build capacity, In-person & virtual
- Online self-paced training

221 HOURS  
OF TRAINING



**NEW THIS YEAR! GSTA Advisor Network. Join the network by going to [www.outmaine.org/programs/for-educators](http://www.outmaine.org/programs/for-educators)**

# VOLUNTEERING FOR A BETTER FUTURE

We can't fully express our profound appreciation for our volunteers. In fiscal year 2023-24, we counted over **1,250 hours** of volunteering! OUT Maine volunteers marched in Pride parades, stamped out pronoun pins, stuffed envelopes, organized events, counseled cabins, and facilitated youth programs.

Thank you for your love and dedication to Maine's LGBTQIA2S+ youth!



*"The queer community works best when we work together."  
- OUT Maine Volunteer*



# FY 2024-25 BOARD OF DIRECTORS

Our Board of Directors are volunteers, too!

OUT Maine's board members advise, govern, support, and promote OUT Maine's mission, programs, and organizational needs. The board is legally and fiscally responsible for the organization. Board members serve 3-year terms, with a limit of two consecutive terms.

We are excited to welcome six new board members for fiscal year 2024-25! Ali Harper, Matt Hikida, Ari Leach, Ben Perry, Karen Robbie, and Racheal Sylvester began their terms on July 1st, 2024.



Jessica Anderson



Melissa Bellew



Emily Cantillo



Patty Fox



Ali Harper



Matt Hikida



Ari Leach



Ben Perry



Karen Robbie



Racheal Sylvester

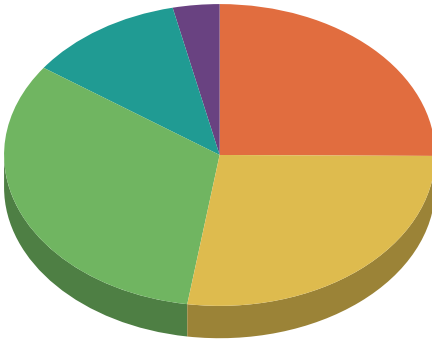


Cynthia Turcotte

**Q: How can I become a volunteer or board member?**  
**A: Apply to volunteer at [www.outmaine.org](http://www.outmaine.org)!**

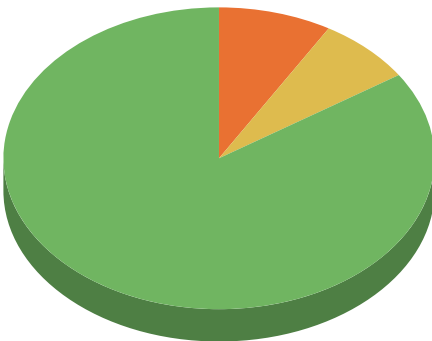
# THE NUMBERS

2024-25 Revenues: **\$1,275,507**



25% Donations  
27% Contracts  
32% Grants  
12% Program Income  
4% Investment Income

2024-25 Expenses: **\$910,456**



9% Fundraising  
7% Management & General  
84% Programs

*"Thank you for all you do to empower our local youth!"*  
- Donor

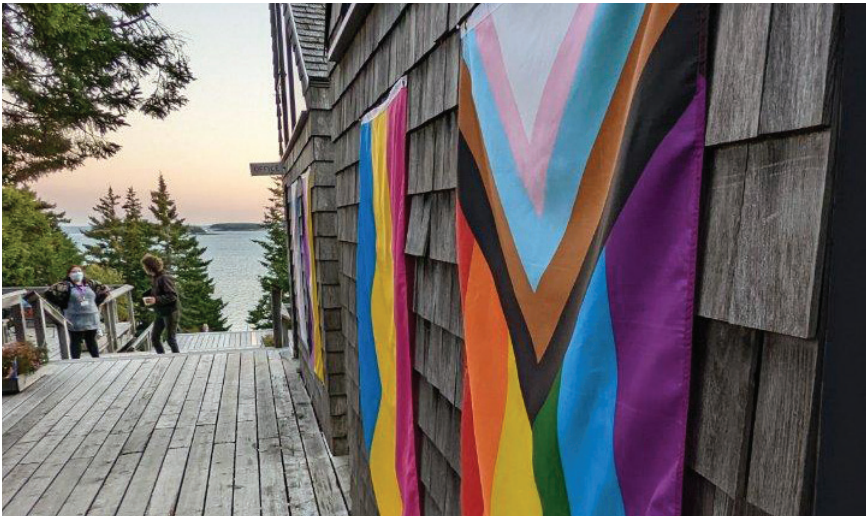
# LOOKING FORWARD

## Strategic Plan

Over the next five years, our focus will be dedicated to achieving three overarching goals:

1. Establish and implement a comprehensive, multi-tiered support framework that enhances inclusivity and fosters a safe, affirming environment for LGBTQIA2S+ youth, parents, and families through targeted programming and systemic transformations across organizational structures.
2. Enhance OUT Maine's capacity by implementing targeted staff development programs, technological infrastructure upgrades, and strategic partnerships to expand the organization's outreach and impact within the LGBTQIA2S+ community across the state.
3. Strengthen OUT Maine's financial sustainability and resilience by diversifying funding sources with an emphasis on developing and nurturing strategic partnerships with key stakeholders, both private and public.

The whole plan, with more details, is available at [outmaine.org](http://outmaine.org) under About/Strategic Plan.



*"I think it is so cool that you are mixing adventures with teaching..." - Donor*

# OUR WORK

At OUT Maine, we have an ambitious goal: to create more welcoming and affirming communities for Maine's diverse queer youth in all of their intersectional identities by changing the very systems that serve them.



# THANK YOU!

Our work is supported in part by grants from the Peter Alford Foundation, Maine Health Access Foundation, The Clowes Fund, Inc., Jane's Trust Foundation, Rocking Moon Foundation, Maine Cancer Foundation, United Midcoast Charities, The Opportunity Fund of the Unitarian Universalist Congregation of Castine, Onion Foundation, Maine Justice Foundation, and Maine Community Foundation.



## LIFTING UP MAINE'S QUEER YOUTH

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*OUT Maine is a 501(c)(3) tax-exempt charitable organization.*

EIN: 20-3682307