



out maine

MISSION IMPACT REPORT

FY 2024-25



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NOW IS THE TIME TO GIVE

Twelve years after making its first donation of \$500 to OUT Maine, a donor advised fund at the Maine Community Foundation has decided to pay out its entire value to OUT Maine through a \$139,000 disbursement meant to benefit programs serving LGBTQ+ youth in Maine.

“Now is the time,” says Caroline Pryor, one of the fund advisors, “because OUT Maine’s work is more important than ever as the LGBTQ+ community faces increased discrimination and hostility including from elected officials here in the state and at the federal level.”

The Fund was established two decades ago by a bequest from Jonathan Stein of Mount Desert and was intended to be given over time to mission-driven organizations that could benefit most from the funding, especially conservation and climate-focused causes as well as LGBTQ+ organizations. Jon Stein, the fund’s late namesake and source, wanted his estate to provide resources and support organizations like OUT Maine that did not exist when he was young. The Fund granted more than \$465,000 through MCF to dozens of organizations over the last two decades and had been awarding an average of \$10,000 to OUT Maine annually for the last several years. The grants have historically gone towards funding youth retreats, in person and online programs, and support groups.

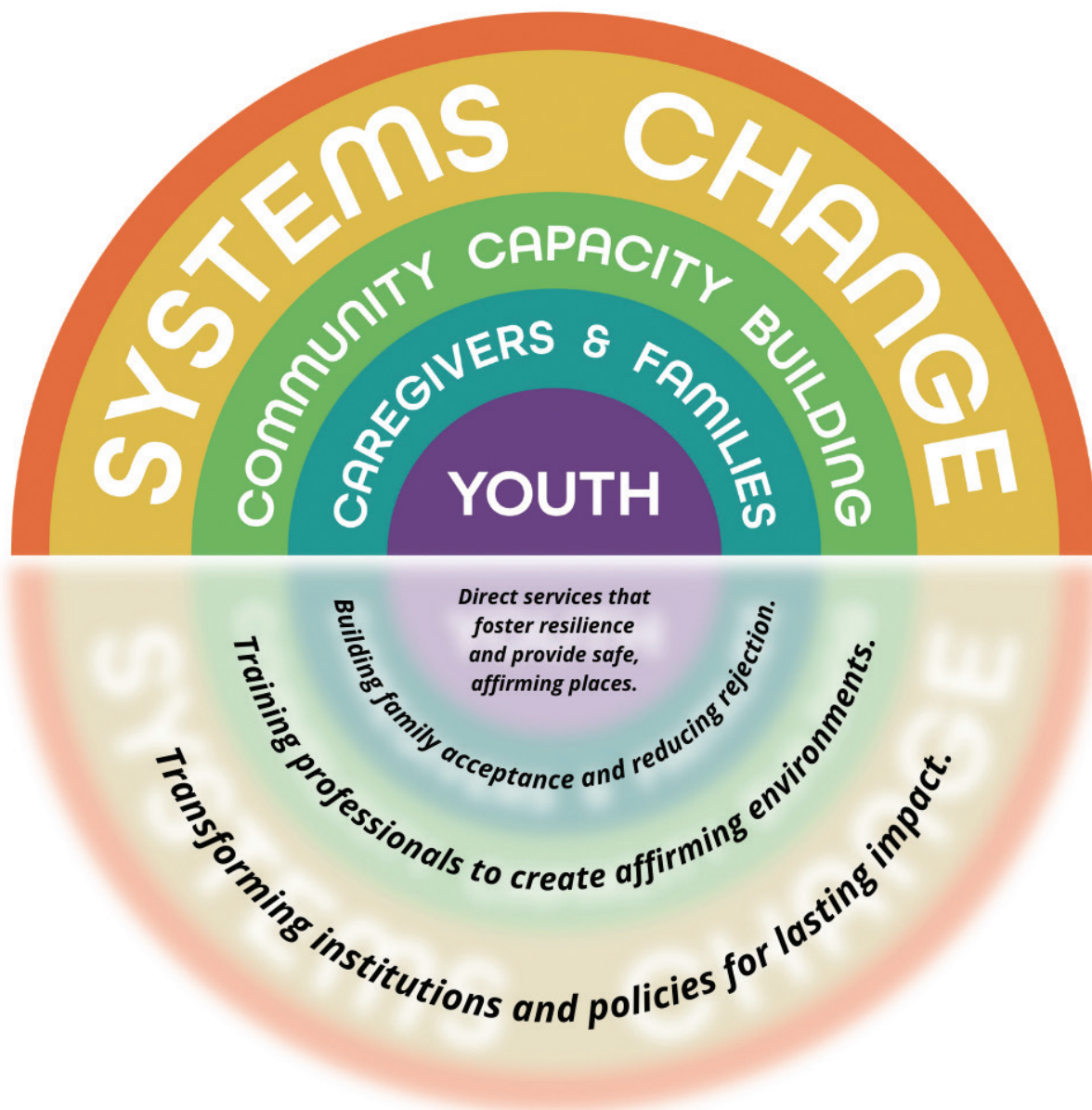
With funding cuts and policy changes in Washington in recent months, the three advisors to the Fund informed Maine Community Foundation that they wished to send out all of the remaining grant money to OUT Maine. The funds will be used to continue funding annual youth retreats and regular programming, and it will also enable the organization to expand several programs as well as implement new ones across the state.

“All of our young people should be able to be who they are and feel safe, loved, and supported. And that’s the work that we’re trying to accomplish,” says OUT Maine’s Executive Director, Sue Campbell. “We’re spending a lot of time trying to make sure that the laws here in Maine stay strong, while also running our direct youth programming, parent and family supports, and work in schools and other community-based organizations. We’re building spaces where youth can be and feel safe so they can truly thrive. In this critical time, none of this would be possible without the generosity of donors who make these programs a reality. We are especially grateful to the Jonathan Stein Fund for helping make Maine a more inclusive and affirming place for LGBTQ+ youth.”

THEORY OF CHANGE

Youth thrive when they feel safe, supported, and celebrated.

Our Vision: We're building a future where every LGBTQ+ youth in Maine, no matter where they live, has access to affirming people, programs, and policies. By centering youth, supporting families, empowering providers, and transforming systems, we are creating a comprehensive safety net across rural communities.

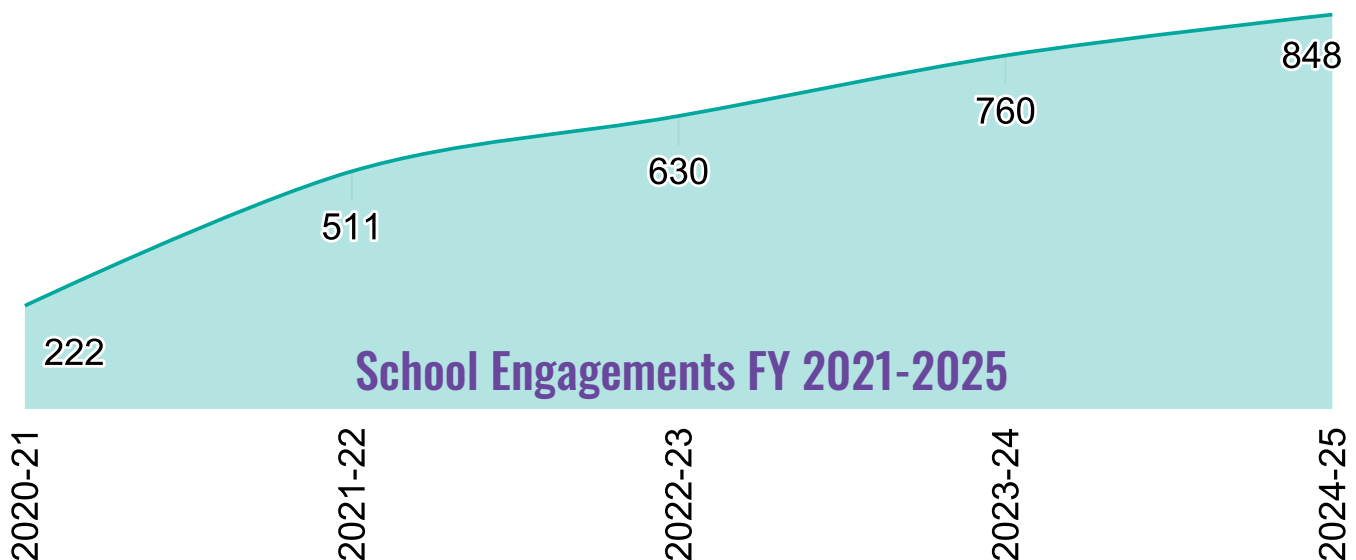


WEAVING A STRONG SAFETY NET



Since 2015, we have trained over 24,000 professionals in healthcare systems, mental health practices, education, school boards, youth-serving organizations, faith-based organizations, the juvenile justice, and foster care systems, to be more welcoming and affirming of LGBTQ+ youth.

“ We had an **AWESOME** in-service training...it was so powerful, informative, and inspiring. I learned a lot, confirming the good things I'm already doing but also obtaining the tools to do even more, better! Thanks again for your organization's great work! - *Teacher* ”



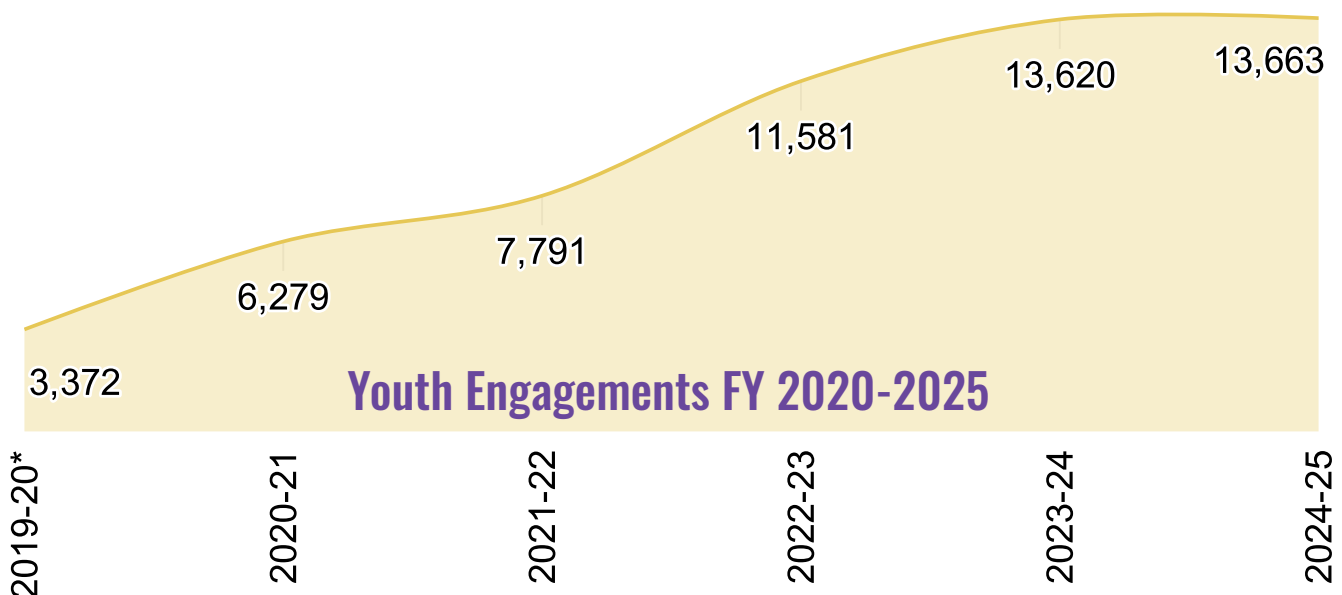
SUPPORT, EDUCATE, EMPOWER



Bi-Annual Haystack Art Weekend

“ Every event I go to makes me feel so welcome and comfortable being myself. I’ve also learned a lot and I’ve become more confident. ”

- Youth Participant



COMMUNITY IMPACT

Changing Minds in the Faith Community

A letter from a church pastor in Maine after a training with our Associate Director, Cassie Cooper. Edited for brevity.

“

Cassie Cooper
is an amazing speaker, a patient teacher, and
a warm-hearted person whose work is surely **changing the fabric of
Maine one heart at a time**. Since their message on Sunday I've seen/heard the
most wonderful things, including:

**a member began using his
grandkids correct pronouns and another
member who “didn't get the pronoun
thing” added a pronoun sticker to her
nametag.**

**church leadership met about
making our church a more welcoming
and open space to people of all genders,
orientations, and identities**

**LGBTQ+ members told me how
powerful it was to see someone who identifies
as queer speaking about pronouns and
orientation during worship.**

In addition to being a pastor, I'm also a mom of a
two year old and I am so grateful to know he and his little friends have
Cassie paving the way for them to make schools and communities across Maine
kinder and gentler.

**Their message will cause holy ripples to go throughout our
community for a long, long time.”**

”

IMPACT ON FAMILIES

We provide online support groups for caregivers and family members of queer youth and host family events like OUT in the Park family days at multiple locations in Maine. OUT Maine staff also provides one-on-one support to families.

“

The support I have received in the parent group has made me realize we are not alone and how important it is to tell my child I will always love them.

”



OUT in the Park Family Days in Ellsworth

“

Thank you soooooo much!!!! I truly appreciate it. Having these supports and friendships are so important. We are homeschooling and are Introverted Hermits. Having a zoom connection is amazing for her.

”

VOLUNTEERING FOR A BETTER FUTURE

We can't fully express our profound appreciation for our volunteers. In FY 2024-25 we counted over 1,334 hours of volunteering! OUT Maine volunteers marched in Pride parades, stamped out pronoun pins, stuffed envelopes, organized events, counseled cabins, and facilitated youth programs.

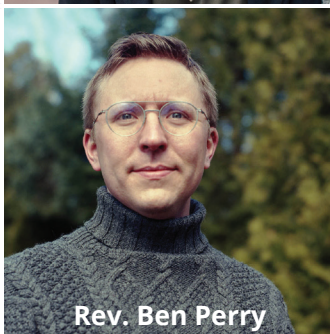
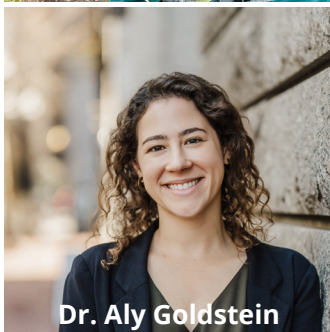
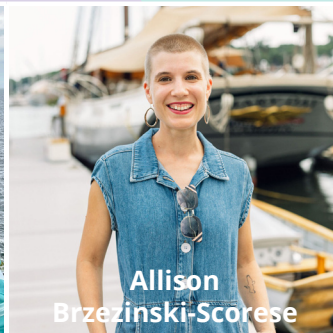
Thank you for your love and dedication to Maine's LGBTQ+ youth!



FY 2025-26 BOARD OF DIRECTORS

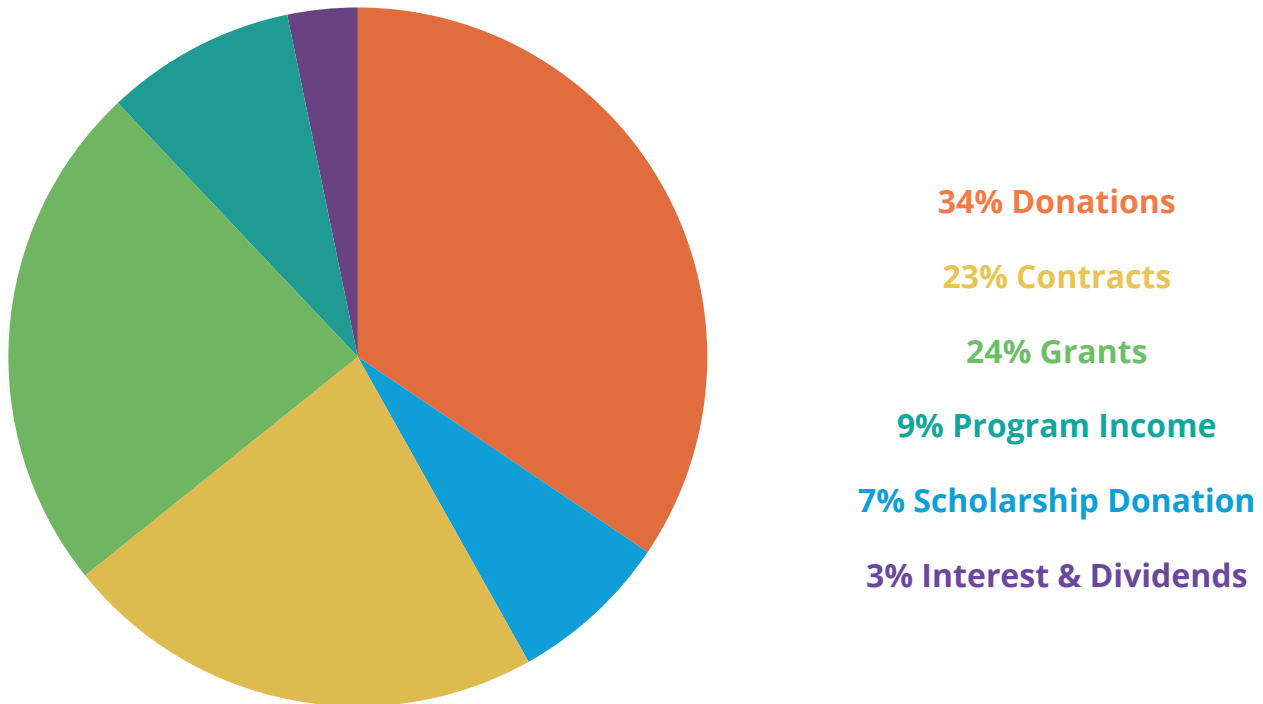
OUT Maine's board members advise, govern, support, and promote OUT Maine's mission, programs, and organizational needs. The board is legally and fiscally responsible for the organization. Board members serve 3-year terms, with a limit of two consecutive terms.

We are excited to welcome five new board members for fiscal year 2025-26! Allison Brzezinski-Scorese; Dr. Aly Goldstein, PsyD, MBA; Laura E. Amerman, CFRE; and Abbe Levin. A special thank you to Melissa Bellew and Jess Anderson who completed their final terms in June, 2025.

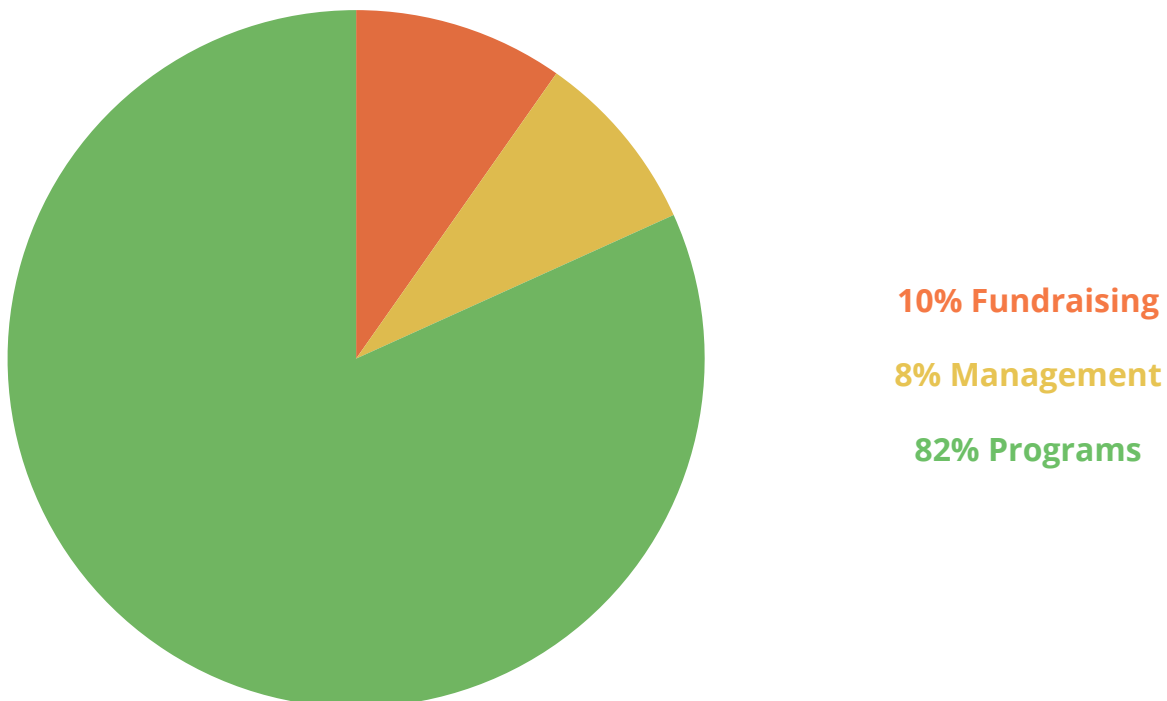


THE NUMBERS

2024-25 Revenues: \$1,358,109



2024-25 Expenses: \$982,674



STRATEGIC PLAN

Starting in 2024, our focus has been dedicated to achieving three overarching goals by June, 2029:

1. Establish and implement a comprehensive, multi-tiered support framework that enhances inclusivity and fosters a safe, affirming environment for LGBTQ+ 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 LGBTQ+ 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 under About/Strategic Plan.



Bi-Annual Haystack Art Weekend

THANK YOU



Our 2024-25 Mission Work was supported in part by grants and other donations from The Bob Crewe Foundation, Gill Foundation, Jane's Trust Foundation, Maine Community Foundation, Maine Health Access Foundation, Maine Humanities Council, Margaret E. Burnham Charitable Trust, Midcoast Community Chorus, Onion Foundation, the Opportunity Fund of the Unitarian Universalist Congregation of Castine, Peter Alford Foundation, Point32 Health Foundation, Rocking Moon Foundation, Sam L. Cohen Foundation, The Seth Sprague Educational and Charitable Foundation, and United Midcoast Charities.



LIFTING UP MAINE'S QUEER YOUTH

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