



2016 Annual Report

30 Arbor Street, Suite 201A
Hartford, CT 06106
www.ourTrueColors.org

TRUE COLORS PLATINUM CIRCLE

\$5,000+

Bank of America Foundation
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Ensworth Foundation
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Public Giving (HFPG)
Samuel Roskin Trust
United Way of Central and
Northeastern CT
The Granger Foundation
The Shiro Fund

\$2,500—\$4,999

Lorraine Hurley
Sandra Falconer & Sue Theden
Joan Lawrence
Joy Lawrence & Debra Freed
Robin and Holly McHaelen
Christine O'Leary

\$1,500—\$2,499

Chris & Joanne Barry-Dutro
David Brennan
Cooperative Systems, Inc.
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Arthur Webster

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Yale University LGBTQ Affinity Group

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Terry Bicknese
Martha Boyer & Jill Davis
John Criscuolo
Marta Cunha
Tony Ferraiolo
Chike Ijeh Photography and Yari Ijeh
Catherine LaForza
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Kara Mahoney
Jeffrey McCartney
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Ritchard and Mary Cable
Mary Roche
Rocky Hill Congregational Church
Chef Harry Schwartz
Dr. Michael Sculley
Harold Shapiro Photography
Spector Criminal Justice Training Network, Inc.
Martha Wieler

TRUE COLORS DONORS

\$200—\$499

Patricia Anderson & Deborah Walker
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Connecticut Health Foundation, Inc.
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Janna DiMartino
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Carolyn Fallahi
Peter Famiglietti
Joseph Fazzino
First Church in Windsor
The Glass Cource Studio
Becky and John Glezen
David Harpin
Scott Hawkins
Elizabeth Heelan & Kristi Heaton
Priscilla Herrington
Imperial Sovereign Court of All CT
Kent School Corporation
Anastasia Kimball
Michele Lenz-Richards & Peter Richards
Kathrine McCance
Karie McKevitt
Teresa Miller-Keck
Josephine Mineo
Premier Limousine
Ellen Retelle
James Ryan
Dalal Salomon
Salute Restaurant
Michael Sanger
Savin-Williams & Cohen Fund of
Tompkins County
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United Church on the Green
Barry Walters
Alvin Wang
Renee Welsh
Laura Williams

\$100—\$199

Brooke & Nancy Aker
Sally & Joseph Alubicki
Catherine & Ava Arnett
Elizabeth Arnold
Marie Baker & Allen Brosious
William & Clair Barber
Rebecca & Penny Barton-Zuckerman
Alice & Jon Bauer
GLOBE at the Hartford
James Bergenn
Timothy Bertaccini
Marguerite Bowes
Carol Bozena & Darlene Dunbar
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Ann & John Carter
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Cheshire Academy
Nancy Clinton Parker
Gail Crane
Paul Debeneditis
Kenneth DiBattista
Julie Donahue
Patricia Drouin
Mary & David Emmerling
Sharron Emmons
Israel Flores
Keith Ford
Frank Pepe Pizzeria Napoletana
Carolyn & Leslie Gabel-Brett
Ann Gabriel
Michael & Linda Gilles
Raymond & Judith Grasso
Lowell Gross & Brianna Gross
Thomas Gugliotti
Minh Han
Paul John Hartung
Diane Hasz
Richard & Deborah Hewey
Nathaniel Hintz
Catherine Hostetter
Nicholas Irwin
Brianna Johnston
Kim Joyce
Debbie Kirkpatrick & Grace Flores
James Klopfer
Zenona Lastrina
Ben Ledbetter, Jr. & Deborah Freedman
Wallace Leigh
Mike Lew & Tom Harrigan
Amy Lopez

\$100—\$199

Love Craft Tattoo
Kellie Lussier
Bernice Ly & Tanya Fields
Glen MacLeod
Babette and Evelyn Mantilla
Sue Ann Maresca
Lori Ann Marinaccio
Tessa Marquis & Mike Brown
Dan McCarthy
Bradley Molinsky
Thomas + Linda Morrissey
Thomas Murphy & Ferdinand Pascua
Gail Myers
Joleen Nevers & James Larabee
New Britain Museum of Modern Art
Vicki Nolan Marnin
Peter Papallo & Gry Jerolmon
Kathleen Payne
April Perry
Bob Price & Doug Zywiecynski
Thea Racelis
Cheryl Robertson
Jennifer S. Robohm
Christine & Anne Rogers-Lemeris
Rosa Rodriguez
Jacquelynn Russo Boudinot
Joan Russoniello Goba & Bill Goba
Christine Shangraw
David Shaw
Shubert Theater
Conrad Sienkiewicz
Silk Waxing Spa
Richard Stillson, Ph.D.
Dottie & George Stone
Audrey Suseno
Taste of New Haven
Miriam Tauber
Tim Taylor
Bryon Tilley-Rovira
Tommy's Tanning and Waxing
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UConn Division of Athletics
Barbara & Wolf Vogel
James Warner III
Runa Wassermann
David Weill

TRUE COLORS DONORS

\$50—\$99

Jim Adams & Sylvia Ounpuu
Awesome Healing Art
Hanwen Bai
Sandra Barkley
Nicovia Barnaby-Anderson
Courtney Barnes
Barracuda Bistro & Bar
Robin Baslaw
Brittany Behrens
Robert Belliveau
Jeffrey Benoit
Robert Bienstock
Paul Bonfiglio
Janis Booth
Alisa Breetz
Ed Brodie
Linda Bronstein
Michael Brown
Amelia Byrnes
Sharon Canetta
Samuel Carmody
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Linda Clayton
Anne Collins
Tracy Collins
Sarah Cormier
Linda Cuevas
John Michael Darcey
Lori Davison
Shaina Donaldson
Courtney England
Lynn Ferrari
Katrina Florio
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Janet Gainer-Dewar
Colette Gaiter
Cheryl Geliebter
Jane Gibson
Thomas Goodkind & Elizabeth Rowell
Anne Goulet
Gouveia Vineyards
Kimberly Grady
Maria Grove
Edna Hayes
Sue Hessel
Katherine Horsley & Karen Dahle
Amy Hughes
Karen Ianacone
Leslie Johnson & Bruce Cohen
Peter & Peter Jones
Cheryl Kalberer
Sally & Jack Kennedy
Richard & Karen Kingston
Knuckleheads
Josh Laporte
Lorraine Libby
Alice Logan

\$50—\$99, continued

Rita Lupacchino
Main Street Grille
Andrea Miller
Danielle Monroe
Moon Hunter Magick
John Moore
Merrienne Moore
Julio Morales, Jr.
Richard Nelson & Timothy Denman
Pamela Noble
Laura Martineau
Andrew O'Brien & Maura Walsh-O'Brien
Sandra Olearcek
Lydia Paglioaro
Stacey Pitcher
Rain Wellness Spa
Janet Rao
James Reiner
Trevor Reynolds
Stephanie Rice
Heather & Kathy Rion Starr
Trevor Roberts
Laurie Robinson
Gaetano & Andrea Sabino
Eric Sanders
Peter Schweizer
Babs Segura
Paul Shipman
Helen Shore
Mark Splaine
Rachel Starkoladis
Ann Steele
Beverly Streit-Kefalas
Alan Swinamer
Deborah Szajnberg
Joseph Terzo
Thimble Island Brewery
Lavenn Thomas
Brett Thompson
Jacqueline Vece
Sylvia Wall
Elizabeth Wallack
Carol Walter
Ryan Watson
Rebecca Williams
Lynn Wokie
John Yungk

\$10—\$49

Calandra Babey
Warren Bersing
Richard Buika
Kathleen & Taylor Cahill
Stacy Cahoon
Michale Calderone
Jennifer Caley
Jennifer Caro
Mary Corcoran
Kevin & Nancy Cornell

\$10—\$49

Cheryl Curtiss
Kathleen Dargan
Sue Deffenbaugh
Barbara Dennis
Steven Derby
Alida Engel
Aprille Falletti
Pamela Foran
Geatano's Tavern on Main
Susan Gilmore
Lynn Goldfarb
Barbara & Charles Goodwin
William & Louisa Graver
David & Joan Gurski
Half Moon Coffee and Grill Café
Hanlon Recognition
Leanne & Richard Harvey
Kathy Hermes
Barbara Hocker
Home Town Restaurant
Hooker Brewery
Barbara Hughes
Diane & Stephen Hunter
Jersey Tree Farm
Joyashree & Sanjay Karim
Judith Keeler
Diane Knox
David Lacoss
Scott Ledgerwood
Kathleen Lenhard
Barbara & Robin Levine-Ritterman
Lauren Loomis-Davern
Nancy & Joseph Madar
Susan Masse
Julia Mattes
Kevin Merriman
Rhoda Micocci
Mister D's Café
Neil's Donuts
Judi Orlando & Daniel Mahan
Jane Osborn & Carol Marion
Marco Panella
Linda Pegram
Carolyn Perkins
Allan Polak & Deborah Zipkin
Riverfront Family Church
Linda Rohlf
Jennifer Rohrig
Frank & Jane Sebolt
Carolyn Signorelli
Michael Snyder & Elizabeth Zelek
Deborah Starkel
Ruth Stern
Martha Stone
Adron & Susan Thomas
Shahse Tolentino
Vu Tran
Donna Valente
Wendy & Gini von Courter
Dianne & Stephen Warner
Kathleen & Kevin Weekes
Laura Westby
Jesse Williams
Lorraine Willin
Lyndsey Winchester Pare
Cynthia Young
Rosemarie Zibkowski

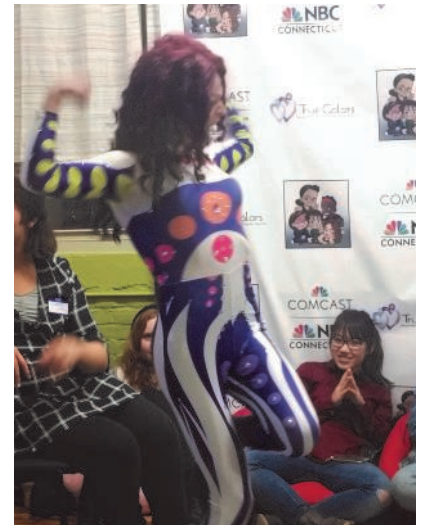
2016 MEMORIES



Friday Night Activities Welcome



Holiday Lights, Lake Compounce



Muse Uprising, 5th Friday Activity



Youth show pride at the 2016 Conference



GSA Summit



Making Ally Chains with words of support



Pride at NOHO Pride



Youth Leadership in action



Youth enjoy a Mentoring Activity



Conference rainbows

SPONSORS AND SUPPORTERS!

CORPORATE SPONSORS

Aetna, Inc.
Anthony's Ocean View
Arbella Insurance Group
Art Spot
Awesome Healing Art
Barracuda Bistro & Bar
Bear's BBQ
BringtheHoopla LLC
Broad Brook Opera House
Broad Brook Opera House & Main Street Grill
Charter Oak House
Chiké Photography
Claire's Corner Copia, New Haven
Colors Art Space
Comcast
Connecticut Forum
Cooperative Systems, Inc.
Connecticut Valley Orthodontics
Custom Eyes
Custom Eyes & Parlux Fragrances
Essex Steam Train and Riverboat
Federman, Lally & Remis LLC
Frank Pepe Pizzeria Napoletana
Geatano's Tavern on Main
GLOBE, Hartford Financial Services Group
Gourmet Goddess
Gourmet Goddess
Gouveia Vineyards LLC
Gravel Subaru
Half Moon Coffee and Grill Café
Hanlon Recognition
Hartford Stage
Harold Shapiro Photography
Home Town Restaurant
Hooker Brewery
Jersey Tree Farm
Knuckle Heads
Love Craft Tattoo
Main Street Grille
Mister D's Café
MONTAGE custom DVD Video Production
Moon Hunter Magick
New Britain Museum of American Art
Niel's Donuts
Pratt & Whitney

Premier Limousine
Rain Wellness Spa
Salute Restaurant
Shubert Theatre
Silk Waxing Spa
Space Planning Technologies
Stop and Shop
Tainted, Inc.
Taste of New Haven
TD Bank
The Glass Source Studio
TheaterWorks
Thimble Island Brewery
Tommy's Tanning & Waxing
Travelers
Travelers
United Technologies
University of Connecticut Division of Athletics
Venture Photography
Wadsworth Athenaeum

FOUNDATIONS

Bank of America Foundation
Charles Nelson Robinson
Ellen Jeanne Goldfarb Family Foundation*
Harry E Goldfarb Family Fund*
Granger Foundation
Louis F. & Mary A. Tagliatela Family Foundation, Inc.
Ensworth Foundation
Elwyn V. & Elsie H Harp Family
Hartford Foundation for Public Giving (HFPG)
Samuel Roskin Trust*
Savin-Williams & Cohen Fund
Shiro Fund
The Community Foundation of Greater New Haven
United Way of Central and Northeastern CT

*at HFPG

ORGANIZATIONS/AGENCIES

ACT (AIDS Connecticut)
CT Dept. of Children and Families
CT Dept. of Mental Health & Addiction Svcs.
CLARO
CONNSACS
Fairfield University
First Church in Windsor
GLSEN, CT
Greater CT Gay & Lesbian Chamber of Commerce
Gay Spirit Radio
Hartford Gay & Lesbian Health Collective
Hartford Gay Men's Chorus
Ira Revels Consulting, LLC
Imperial Sovereign Court of All CT
Latino Community Services, Project STEP
Jacques Lamarre
MCC, Hartford
Movimiento
NEAG School of Education
PFLAG, Hartford
Premier Limousine
Pride, Manchester Community College
Radio 104.1
Real Art Ways
Ridgefield Playhouse
Riverfront Family Church
Rocky Hill Congregational Church
Shalom United Church of Christ
Stonewall Speakers Association
Studio 860
The Congregational Church of S. Glastonbury
The Northeast Ursamen, Inc.
Triangle Community Center, Inc.
UConn
UConn African American, Asian American and Puerto Rican/Latin American Cultural Centers
UConn, Rainbow Center
UConn, School of Law
UConn, Sexperts
United Church on the Green, NH
Unitarian Society of Hartford
Unitarian Universalist Society: East
Yale University LGBTQ Affinity Group

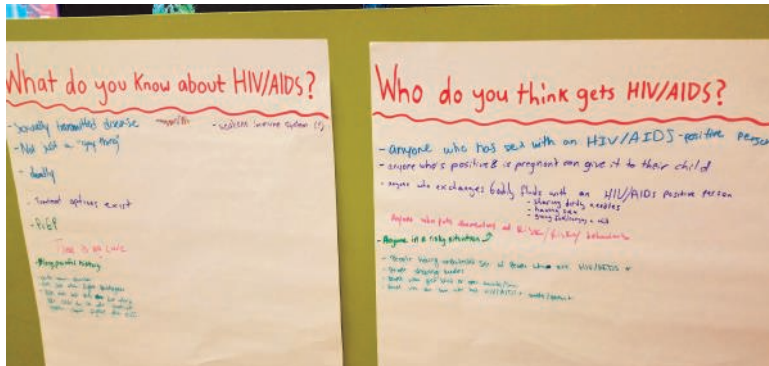
YOUTH LEARNING, GROWING, LEADING



Youth leaders present at school GSA



"Pride" students make Conference signs



Facilitated workshop post-its



Youth gardening activity



Queer Academy campfire



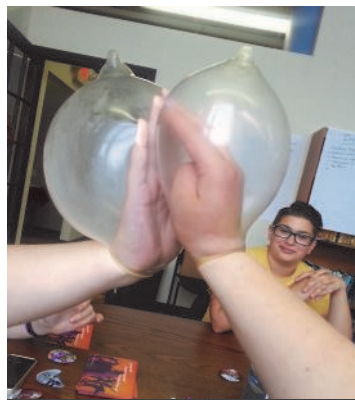
Youth gardening activity



Conference workshop preparation



Friday Night activity



Friday Night craft activity



Friday Night craft activity

TRUE COLORS PROGRAMS

Mentoring

Daniel had been waiting for a few months for a mentor and was beginning to wonder if he would ever get one out where he was. Melissa had just completed the mentor training and while she seemed like a good 'fit' for Daniel, she lived on the other side of the state. We try not to match mentors with youth who live too far away. Every year, thanks to the generosity of the people who Donate a Memory, we host an event at Lake Compounce. We started with an ice breaker (which we always do) and before we even finished, Melissa and Daniel were finding that they had lots in common, from style of dress, to sense of humor to taste in movies. Once we finished the ice breaker, everyone was free to go check out the lights on their own. Melissa and Daniel headed off together. Later, when we met up for the craft activity, they were fast friends and asked if they could be matched. We brought up the commute and Melissa made it clear that she would happily drive the 45 minutes weekly to hang out with this really cool kid! They have been matched since December 2016. We expect them to be one of our success stories as a life-long connection. You can see why we live for this stuff!



A journey of discovery. A glimpse of the future 'me'. That is what Queer Academy is. Queer and Ally Youth exploring themselves and their worlds. It's a six week summer

Queer Academy

program where anything is possible. Every day is filled with activities, discussions, research, films. There are field trips to interesting places from our Queer past every Friday. Each component of Queer Academy encourages youth to learn, grow, create and share that learning with others. Students put together a Presentation of Learning to showcase the highlights of their journey. Then their community celebrates them in a final 'draguation' ceremony and performance at TheaterWorks in Hartford. And, finally, many of these students go on to become youth leaders at True Colors; helping to organize summits and activities; making a difference not just for themselves, but for others.



TRUE COLORS PROGRAMS

GSA Summits are a chance for students to learn, challenge their preconceived notions, network, try new activities, practice skills, and more! Summits are a prime example of what “brave space” means to us with topics that can be challenging for many people.



Youth Leadership

Being part of a student's coming-out process is always powerful, but there is something awe-inspiring about being the *first* part of a student's coming-out story. During one training, asexual & aromantic identities were introduced and the group moved on without incident. One student stayed behind to ask questions —starting with, “so I’m not broken? There are other people like me? And this is a GOOD thing?” This youth, after harboring this secret for a long time, felt validated for the first time. They went on to come out to their family, and seek support through groups in the area.

Annual Conference

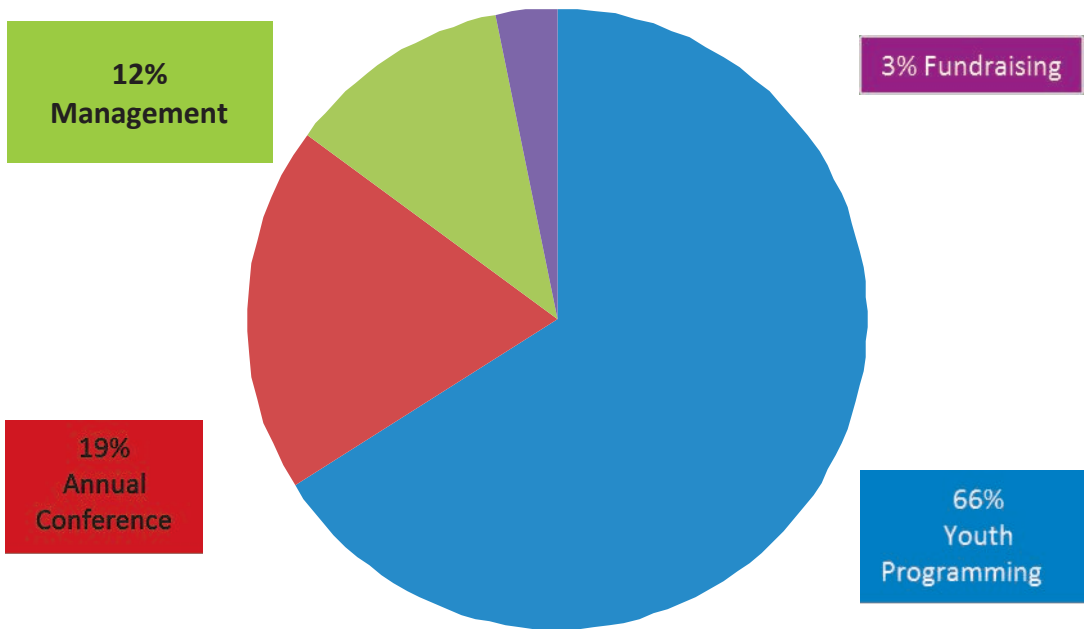


“I found the opening moving and memorable! I had goose bumps – the diversity and the energy in the room was awe inspiring!! “ The True Colors conference is always magical! This year was no exception. 125 High Schools; 11 colleges; 3 middle schools; 10 states; 216 workshops; 24 vendors; 285 presenters; 232 volunteers, more than 3,000 volunteer hours and a total of 3,850 attendees. Wow. Just wow.



2016 FINANCIALS

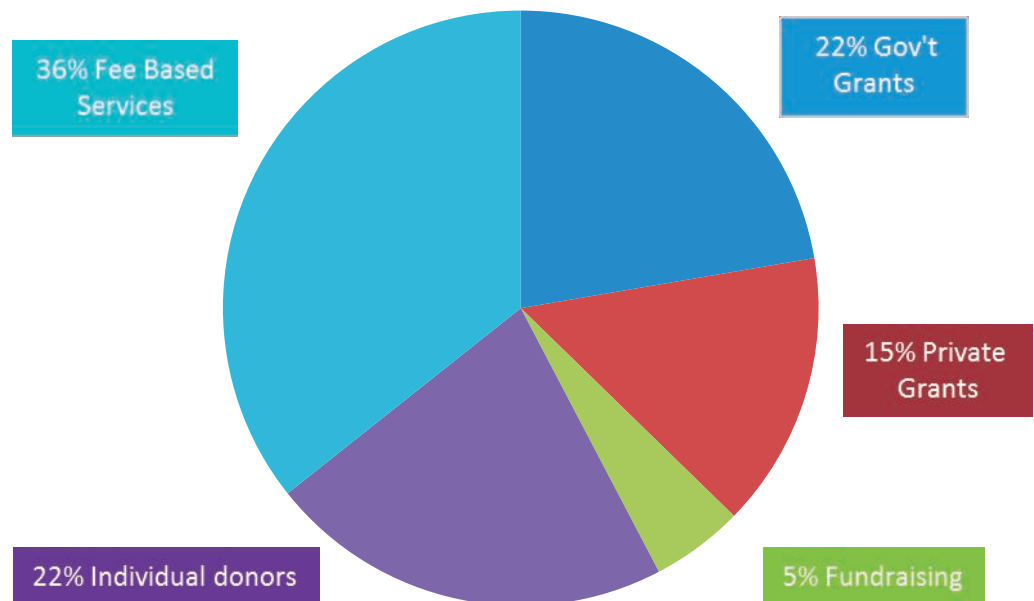
2016 Expenses \$614,600



Our overall income in 2016 was slightly over 2015. But that is only part of the story. A core goal of our strategic plan is to diversify our income sources and reduce our reliance on grants. Last year, grants income was down by 26%. At the same time, fundraising and individual contributions were up 38% and our fee based services were up 21%.

Although program costs are up a little over 22%, they continue to represent 85.2% of our overall budget, similar to last year. Our administrative costs are less than 15% of our total budget. It's true what they say. We squeeze a nickel so hard it leaves buffalo prints in our palms...

2016 Income: \$616,764



What's next: Reduce our reliance on outside grants. Strengthen our relationships with new and existing donors. Introduce True Colors programming to the wider community. Grow the training arm of our agency to further ensure that youth are welcomed, valued and affirmed.

WHO'S WHO AT TRUE COLORS

Board of Directors (2016/2017)

Jacquelynn Boudinot (Secretary)
Nick D'Agostino (President Emeritus)
Andrew Diconstanzo (2017)
Larry Dubey
Carter Johnson (President)
Elena Gervino (2017)
Evelyn Mantilla (2017)
Ellen Retelle (2017)
Brian Tessier
Jimmy Tickey
Vu Tran (2016 Treasurer)
Tyrone Walker (2017 Treasurer)
Barry Walters
Art Webster (2017)

Staff

Robin McHaelen (Executive Director)
Erin Latham (Deputy Director)
Kamora Herrington (Youth Program Director)
Lea Dantz (Office Administrator)
Melissa Cordner (Youth Activities Coordinator)
QA Staff: Ali Anderson, Josh Chandler,
Marcel Jennings, Carolyn Taggart

Interns

Patty Bechta
Joselyne Canchanya
Paulina Chlopecka
Erica Crowley
Lexi Cummings
Krista Lawrence
Rebecca Maston
Melanie Myers
Demetrius Ruscito
Princess Russell
Sandra Vicuna
Rebecca Yungk

KEEP UP WITH TRUE COLORS



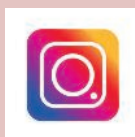
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(860) 232-0050



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[truecolorsinc](https://www.instagram.com/truecolorsinc)



[@TrueColorsCT](https://twitter.com/TrueColorsCT)

WAYS FOR YOU TO GET INVOLVED!

Become a True Colors

GSA Ambassador!

GSA Ambassadors work to create change within their schools and communities and act as links between those groups and True Colors.

Ambassadors:

- Receive and respond to a monthly newsletter
- Keep True Colors updated about their community's events
- Keep their communities updated about True Colors events
- Attend summits or trainings throughout the year
- Take action by cohosting summits, marching in parades, representing queer youth at special events, adding their voices to campaigns for change, networking, and more!

To be your area's Ambassador, email gsa@ourtruecolors.org!

We will send you a link to a short survey so we can learn more about you, your interests, and your community.

In college? We're starting a college Ambassadors program too— email us for more information!

Are you over 24?
Would you like to support
Queer Youth but don't have a lot
of time?

Become a True Colors Inc. Adult Ambassador!

- Meet face-to-face 6 times per year to discuss the current needs and successes of Queer youth.
- Help get the word out about True Colors Inc. through a variety of venues including op-eds, tabling events, flier distribution, speaking opportunities etc.
- Support and initiate fundraising efforts.
- Provide supervision and facilitation for social activities.

Don't have the time to be an Ambassador?
Be a Fairy Godmother!

For more information email:

Kamora@ourtruecolors.org



RESPECT INCLUSION SAFETY EMPOWERMENT
50 Arbor Street Suite 201a Hartford, CT 06106
www.ourtruecolors.org
860-232-0050



Know what all these folks have in common? They love True Colors AND they members of our Board of Directors. Know the only thing that is missing from this picture? You. Grab an application off our website or email Robin at director@ourtruecolors.org for more information!



Make magic happen as a True Colors conference volunteer. Organizing starts in October and continues monthly until April. Give as much or as little time as you want before, during and/or after the event (March 16 and 17, 2018 at UCONN in Storrs.

For more information, call, email or volunteer via our website:

- ♦ (860) 232-0050
- ♦ Director@ourtruecolors.org
- ♦ <https://www.ourtruecolors.org/conference/volunteer-information/>

For more information about making a difference, call Erin Latham at (860) 232-0050, x 305 or email her at Erin@ourtruecolors.org or on the web at www.ourtruecolors.org