

Orlando Youth Alliance Inc.



Summary

Contact Information

| | |
|------------------|--|
| Nonprofit | Orlando Youth Alliance Inc. |
| Address | PO Box 536944 Orlando, FL 32853 6944 |
| Phone | (407) 244-1222 |
| Web Site | www.orlandoyouthalliance.org |

At a Glance

| | |
|---|--|
| IRS Ruling Year | 2000 |
| Former Names | Delta Youth Alliance Gay And Lesbian Idea eXchange for Youth (GALIXY) |
| Organization's type of tax exempt status | Public Supported Charity |
| Name of supporting organization | Orlando Youth Alliance |

Statements

Statements

Mission

To provide a safe space for gay, lesbian, bisexual, transgender and questioning youth in Central Florida.

Impact

The Orlando Youth Alliance works with LGBTQ youth to help them build a positive identity through self-esteem and sense of purpose, build a positive view of their personal future and develop positive adult and peer role models. OYA provides emotional support through a peer-to-peer model, helps youth establish boundaries and expectations, gain empowerment and creates a constructive use of their time. We help our youth strengthen their internal developmental assets of learning, building a positive self image, values and social competencies. Hundred of young people have benefited from their involvement in OYA. The Orlando Youth Alliance is the community gay straight alliance.

Needs

Bullying of lesbian, gay, bi-sexual, transgender and questioning (LGBTQ) youth is at an alarming level. Extreme bullying can torture a gay youth leaving them feeling depressed and alone. LGBTQ youth are three times more likely to commit suicide than their heterosexual classmates. Having a gay straight alliance (GSA) makes a school more accessible to LGBT students by contributing to a more positive school environment. A GSA helps students to identify supportive school staff which has been shown to have a positive impact on their academic achievement and experiences in school. Most students lack access to GSAs or other student clubs that provide support and address issues specific to LGBT students and their allies. There are an estimated 8,000 LGBT teenagers in Orange, Osceola and Seminole County schools. Only a handful of schools have a gay straight alliance to provide help and support. OYA is the community GSA. OYA is so vitally important. With limited fund we help as many young people as possible, but the need is much greater than the funds available. In wake of recent events we provide grief counseling to survivors of the Pulse tragedy. As many of our youth frequented the night club and lost friends.

Background

The Orlando Youth Alliance (OYA) is a non-profit 501(c)(3) organization which provides a safe space for Gay, Lesbian, Bisexual, Transgendered and Questioning (GLBTQ) youth to gather, talk about issues and concerns that are important in their lives, as well as meet other gay youth. OYA is a peer based youth support group with members ranging from the ages of 13 to 24.

The Orlando Youth Alliance was first formed in 1990 as a support group to assist at-risk gay, lesbian, bi-sexual and transgender youth under the moniker "Delta Youth Alliance". The group evolved into "GALIXY", Gay And Lesbian Idea eXchange for Youth. The group exists today as the Orlando Youth Alliance, Inc., (OYA) but maintains the same mission statement.

Through the years, OYA has provided support to hundreds of Central Florida youth. Beyond weekly meetings, the group has expanded its outreach into the Orlando community. Even though the name has changed over the years, the mission has not. We are committed to providing a safe place for GLBTQ youth to gather and be themselves in the self discovery and development phase of their teen years.

In 2008, OYA started a chapter in Polk County called the Lakeland Youth Alliance. In 2010 we started a chapter in Seminole County called the Seminole Youth Alliance. We are in the process of starting a chapter in Osceola and Lake County.

CEO/Executive Director Statement

Board Chair Statement

CEO/Executive Director/Board Comments

When asked for key words or phrases that best describe OYA we can up with: gay, GLBT, LGBT, gay straight alliance, GSA, youth, children, at-risk. There of course are many more, but the youth that are helped by OYA are not normally from wealthy or affluent homes. OYA are normally from low to moderate income household. They are often at-risk for suicide, need to build self esteem and/or extremely lonely. Some are homeless.

Areas of Service

Geographic Areas Served

Areas

FL - Brevard

FL - Lake

FL - Orange

FL - Osceola

FL - Polk

FL - Seminole

FL - Volusia

Although our main meeting locations are in downtown Orlando, Seminole County and Lakeland, we have students from all seven counties attend our support group meetings, educational and social activities. Hundreds of students connect with OYA online seeking support and assistance.

Service Categories

Primary Organization Type

Youth Development

Secondary Organization Type

Youth Development

Tertiary Organization Type

Youth Development

Impact

Goals

The goal for OYA members is to increase their knowledge and cultural competence; build a positive identity through improved self-esteem and sense of purpose; build a positive view of their personal future and develop positive adult and peer role models. The program is evaluated using a standard set of questions to qualitatively measure the impact the educational project has on the intended outcomes.

Strategies

We accomplish our mission through three programs:

- 1) A weekly peer-to-peer support group is offered in Orlando on Tuesdays, Lakeland on Wednesdays and Longwood on Thursdays. With the help of criminally background checked adult facilitators the youth help to problem solve and discuss topics such as family and school that are relevant to them. Guest speakers from the community come to talk to the youth on career development, HIV & STDs, bullying and other topics.
- 2) LGBT History & Culture classes are provided to GLBT youth and their straight allies. The one & a half hour sessions will be held once a month during the school year. The students are given homework assignments and report back two weeks later. Since LGBT history & culture is not taught in the school it is imperative that our youth learn about their heritage to develop internal assets such as positive values, social competencies and positive self-identity.
- 3) Meeting other LGBT youth to forge friendships and create a support network is imperative. OYA hosts numerous activities (car washes, movie nights, dances, theme park outings, arts events) to help our youth develop.

Capabilities

Lesbian, gay, bisexual & transgender (LGBT) teenagers are three times more likely to commit suicide than their heterosexual classmates. Since 1990 the Orlando Youth Alliance (OYA) has provided mentoring and support to Central Florida LGBT youth. We are proud to report that of the more than 1,500 youth who have participated in our program -- not a single one has committed suicide. We are an all volunteer organization at this time. We are impacting the youth of our community and creating a true difference even though we are small and all volunteer. Over the past five years we have tripled in size (both in membership and in dollars raised).

Indicators

The main indicator of success is no suicide attempts. But more realistic is the numbers of youth who go on to become productive members of the society and future leaders of tomorrow. An example of one of our youth is now the business manager at a local newspaper.

Progress

Progress is shown by the tremendous grow of our organization and the long term success of our youth.

Programs

Programs

Weekly Support Groups

| | |
|-------------------------------------|--|
| Description | OYA offers a weekly peer-to-peer support group for gay, lesbian, bisexual, transgender and questioning youth every Tuesday, Wednesday and Thursday evening. The success of the support group is measured by the number of participants, the longevity of involvement and the increase level of self-esteem and other developmental assets of the participants. |
| Class Code | Youth Development, General/Other |
| Class Sub Code | Youth Development, General/Other |
| Population Served | Children and Youth (0 - 19 years) |
| Budget | \$10,000.00 |
| Long Term Success | |
| Short Term Success | |
| Program Success Monitored By | |
| Examples of Program Success | |

GLBT History & Cultural Classes

| | |
|-------------------------------------|--|
| Description | OYA's Educational Project on GLBT History & Culture is provided to GLBT youth and their straight allies. The one-hour sessions are held once a month during the school year. Since GLBT history & culture is not taught in the school it is imperative that our youth learn about their heritage to develop internal assets such as positive values, social competencies and positive identity. The program will be evaluated using a standard set of questions to qualitatively measure the impact the educational project has on the intended outcomes. 1) A pre and post assessment will measure the amount of information retained. 2) Overall course evaluation. 3) Evaluation of each guest speaker/instructor. 4) Coordinator evaluation. |
| Class Code | Education, General/Other |
| Class Sub Code | Educational Programs |
| Population Served | Children and Youth (0 - 19 years) |
| Budget | \$7,000.00 |
| Long Term Success | |
| Short Term Success | |
| Program Success Monitored By | |
| Examples of Program Success | |

Social, Educational & Recreational Activities

| | |
|-------------------------------------|--|
| Description | Meeting other GLBT youth to forge friendships and create a support network is imperative. OYA hosts car washes, movie nights, dances, theme park outings and other activities to help our youth develop. OYA offers scholarships for our members to pursue post-secondary education. Our members are exposed to several career development and leadership seminars each year. The success of the activities are measure by recording the number of participants, the longevity of those involved, the number of people they recruit to join and leadership roles they take on. |
| Class Code | Youth Development, General/Other |
| Class Sub Code | Youth Development, General/Other |
| Population Served | Children and Youth (0 - 19 years) Other Named Groups |
| Budget | \$10,000.00 |
| Long Term Success | |
| Short Term Success | |
| Program Success Monitored By | |
| Examples of Program Success | |

Counseling Referrals

| | |
|-------------------------------------|--|
| Description | For decades, the Orlando Youth Alliance has vetted various mental health professionals to help our youth and their families. If we identify a youth or family who needs more than our support groups can offer, we refer them to one of the counselors and mental health professionals on our website. All mental health professionals show criminal background, current license, insurance and sign a statement that they do not practice conversion or reparative therapy. |
| Class Code | |
| Class Sub Code | |
| Population Served | |
| Budget | \$500.00 |
| Long Term Success | |
| Short Term Success | |
| Program Success Monitored By | |
| Examples of Program Success | |

Scholarships

Description The Orlando Youth Alliance offers scholarships for youth pursuing post-secondary education.

Class Code

Class Sub Code

Population Served

Budget \$14,000.00

Long Term Success

Short Term Success

Program Success Monitored By

Examples of Program Success

Gay Straight Alliance Grants

Description Orlando Youth Alliance provides grants to gay straight alliance clubs at middle and high schools throughout Central Florida.

Class Code

Class Sub Code

Population Served

Budget \$6,000.00

Long Term Success

Short Term Success

Program Success Monitored By

Examples of Program Success

Governance

Board Chair

| | |
|----------------------------|----------------------------|
| Board Chair | Mr. Michael Slaymaker MAHR |
| Company Affiliation | Easter Seals Florida |
| Term | Jan 2017 to Dec 2017 |

Board Members

| Name | Affiliation | Status |
|----------------------------|------------------------|---------------|
| Mr. Dustin Baetz | Rollins College | Voting |
| Mr. Patrick Howell Esq. | Taylor & Carls, P.A. | Voting |
| Mr. Wesley Howell CPA | Wesley Howell , CPA | Voting |
| Mr. Cody Kennedy | Seminole State College | Voting |
| Ms. Ginger Malcom | Community Volunteer | Voting |
| Dr. Bahiyyah Maroon | Inspiring World | Voting |
| Ms. Emily Mound | Seminole State College | Voting |
| Mr. Michael Slaymaker MAHR | Easter Seals Florida | Voting |
| Dr. Jeff Speicher | Veterinarian | Voting |

Board Demographics - Ethnicity

| | |
|--|-----|
| African American/Black | 1 |
| Asian American/Pacific Islander | 0 |
| Caucasian | 8 |
| Hispanic/Latino | 0 |
| Native American/American Indian | 0 |
| Other | 0 0 |

Board Demographics - Gender

| | |
|----------------------|---|
| Male | 6 |
| Female | 3 |
| Not Specified | 0 |

Governance

| | |
|---|-----|
| Board Term Lengths | 2 |
| Board Term Limits | 2 |
| Board Meeting Attendance | 91% |
| Number of Full Board Meetings Annually | 11 |
| Written Board Selection Criteria? | No |
| Written Conflict of Interest Policy? | Yes |

Percentage Making Monetary Contributions 100%

Percentage Making In-Kind Contributions 50%

Standing Committees

Development / Fund Development / Fund Raising / Grant Writing / Major Gifts

Program / Program Planning

Communications / Promotion / Publicity / Public Relations

Executive

Management

CEO/Executive Director

| | |
|---------------------------|---------------------------|
| Executive Director | Mr. Michael Slaymaker MHR |
| Term Start | July 2017 |
| Email | SlaymakerM@aol.com |

Experience

Michael Slaymaker has over 25 years of experience in fundraising and administration of non profit organizations. Michael has raised over \$33 million for charities. He earned his Masters of Arts Degree in Human Resources from Rollins College.

Currently, Mr. Slaymaker is the Vice President of Grants and Planned Giving for Easterseals Florida where he manages the grants funding and planned giving for 40 of Florida's 67 counties. Michael is the Chapter Administrator for the Central Florida Chapter of the Association of Fundraising Professionals. In 2011, he was honored as the Outstanding Fundraising Professionals for Central Florida. In 2016 he received the Barbara Marion Award for Outstanding Leadership by AFP International.

In addition to being the part time CEO for OYA, Michael is the founder of the Orlando Anti-Discrimination Ordinance Committee (OADO). This highly successful bipartisan group of volunteers has written and passed 16 different ordinances and policies to secure protection for Central Florida residents from discrimination on the basis of sexual orientation and gender identity and expression. Because of Michael's efforts, the LGBT residents of Orlando and Orange County has more laws protecting them from discrimination than any other city or county in Florida. Michael's friends refer to him as the Mayor of Gay Orlando.

An entire list of previous employers, volunteer roles, skills and accomplishments can be view on his LinkedIn profile. <https://www.linkedin.com/in/michaelslaymaker>

Staff

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|------------------------|------|
| Full Time Staff | 0 |
| Part Time Staff | 0 |
| Volunteers | 30 |
| Contractors | 1 |
| Retention Rate | 100% |

State Information

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|---|--------------|
| State Charitable Solicitations Permit? | Yes Feb 2018 |
| State Registration | Yes Feb 2018 |

Plans & Policies

Plans and Policies

| | |
|--|-------------------|
| Organization has a Fundraising Plan? | No |
| Organization has a Strategic Plan? | Under Development |
| Years Strategic Plan Considers | N/A |
| Management Succession Plan? | No |
| Organization Policy and Procedures | No |
| Nondiscrimination Policy | Yes |
| Directors and Officers Insurance Policy | Yes |

Management Information

| | |
|--|-----|
| Whistleblower Policy | No |
| Document Destruction Policy | No |
| Management Reports To Board | No |
| CEO/Executive Director Formal Evaluation | N/A |
| CEO/Executive Director Formal Frequency | N/A |
| Senior Management Formal Evaluation | N/A |
| Senior Management Formal Evaluation Frequency | N/A |

Collaborations

OYA has a part time contractor who serves as the CEO. All other aspects of the organization are performed by volunteers who must pass a criminal background check in order to volunteer.

Financials

Fiscal year

| | |
|---------------------------|--------------|
| Fiscal Year Start | Jan 01, 2017 |
| Fiscal Year End | Dec 31, 2017 |
| Projected Revenue | \$25,000.00 |
| Projected Expenses | \$25,000.00 |
| Endowment Value | \$0.00 |
| Percentage | 0% |

Detailed Financials

Revenue and Expenses

| Fiscal Year | 2016 | 2015 | 2014 |
|-----------------------|-------------|-------------|-------------|
| Total Revenue | \$117,031 | \$62,668 | \$44,367 |
| Total Expenses | \$55,309 | \$48,185 | \$26,718 |

Revenue Sources

| Fiscal Year | 2016 | 2015 | 2014 |
|---|-------------|-------------|-------------|
| Foundation and Corporation Contributions | \$0 | \$0 | \$0 |
| Government Contributions | \$0 | \$0 | \$0 |
| Federal | \$0 | \$0 | \$0 |
| State | \$0 | \$0 | \$0 |
| Local | \$0 | \$0 | \$0 |
| Unspecified | \$0 | \$0 | \$0 |
| Individual Contributions | \$117,031 | \$62,668 | \$44,367 |
| Indirect Public Support | \$0 | \$0 | \$0 |
| Earned Revenue | \$0 | \$0 | \$0 |
| Investment Income, Net of Losses | \$0 | \$0 | \$0 |
| Membership Dues | \$0 | \$0 | \$0 |
| Special Events | \$0 | \$0 | \$0 |
| Revenue In-Kind | \$0 | \$0 | \$0 |
| Other | \$0 | \$0 | \$0 |

Expense Allocation

| Fiscal Year | 2016 | 2015 | 2014 |
|---|----------|----------|----------|
| Program Expense | \$55,309 | \$40,132 | \$26,718 |
| Administration Expense | \$0 | \$8,053 | \$0 |
| Fundraising Expense | \$0 | \$0 | \$0 |
| Payments to Affiliates | \$0 | \$0 | \$0 |
| Total Revenue/Total Expenses | 2.12 | 1.30 | 1.66 |
| Program Expense/Total Expenses | 100% | 83% | 100% |
| Fundraising Expense/Contributed Revenue | 0% | 0% | 0% |

Assets and Liabilities

| Fiscal Year | 2016 | 2015 | 2014 |
|-----------------------|-----------|-----------|-----------|
| Total Assets | \$178,957 | \$117,064 | \$102,581 |
| Current Assets | \$178,957 | \$117,064 | \$102,581 |
| Long-Term Liabilities | \$0 | \$0 | \$0 |
| Current Liabilities | \$0 | \$0 | \$0 |
| Total Net Assets | \$178,957 | \$117,064 | \$102,581 |

Short Term Solvency

| Fiscal Year | 2016 | 2015 | 2014 |
|---|------|------|------|
| Current Ratio: Current Assets/Current Liabilities | -- | -- | -- |

Long Term Solvency

| Fiscal Year | 2016 | 2015 | 2014 |
|------------------------------------|------|------|------|
| Long-Term Liabilities/Total Assets | 0% | 0% | 0% |

Top Funding Sources

| Fiscal Year | 2016 | 2015 | 2014 |
|---|---|--|--|
| Top Funding Source & Dollar Amount | Foundations, Corporations and Individuals \$117,031 | Foundations, Corporations and Individuals \$62,668 | Individuals, Foundations & Corporations \$44,367 |
| Second Highest Funding Source & Dollar Amount | -- | -- | -- |
| Third Highest Funding Source & Dollar Amount | -- | -- | -- |

Capital Campaign

| | |
|----------------------------------|----|
| Currently in a Capital Campaign? | No |
| Goal | 0 |

Comments

Organization Comments

OYA is saving to purchase a house. It will take several years as we want to purchase the house outright.

Foundation Comments

Financial figures taken from IRS form 990EZs. 2011: Financial figures taken from profit and loss statement provided by the organization. 990-N was filed. Contributions from foundations, corporations are included with total for individuals, as they were not separated on the 990EZ.

Audits were not provided. 2013: Top three funding sources not available.

Disaster Plans

Disaster Plans

Organization is a member of Voluntary Organizations Active in Disaster (VOAD)?

No