



HETRICK-MARTIN
INSTITUTE
FOR LGBTQIA+ YOUTH



FISCAL YEAR 2025

ANNUAL REPORT

A MESSAGE FROM OUR CEO

This past year has been one of the most difficult I can remember for the LGBTQIA+ community, especially for young people. The change in the federal administration has brought a wave of hateful rhetoric and harmful policies that have deeply shaken the sense of safety and belonging so many of us have fought to build. Immigration crackdowns, cuts to Medicaid, and the elimination of vital resources like the LGBTQIA+ suicide hotline have left countless youth, particularly LGBTQIA+ youth of color, feeling abandoned and afraid.

At Hetrick-Martin Institute, we see the impact of these decisions every day. Our young people come through our doors carrying more fear and uncertainty than ever before. And yet, what I see most clearly is their strength, creativity, resilience, and hope in the face of extraordinary challenges. It's that hope that keeps all of us at HMI moving forward.

This year, our staff and community have worked tirelessly to meet the moment. We've expanded access to affirming mental health care, provided thousands of hot meals and safe spaces, launched new programs that prepare youth for meaningful careers, and deepened our commitment to supporting queer and trans youth of color. Through it all, HMI has remained what it has always been: a constant source of stability, care, and pride for young people who deserve nothing less.

As you read this report, I hope you see what I see every day - the light our youth bring into this world, and the power of community to sustain that light even in dark times. The challenges are real, and they are urgent. But HMI is here to stay. For 45 years, we have stood with LGBTQIA+ youth, and we will continue to do so with love, courage, and an unwavering belief in their futures.

With gratitude and resolve,



Amy Harclerode

She/Her

Chief Executive Officer

Hetrick-Martin Institute



OUR MISSION

The Hetrick-Martin Institute (HMI) believes all young people, regardless of sexual orientation or identity, deserve a safe and supportive environment in which to achieve their full potential. HMI creates this environment for LGBTQIA+ youth between the ages of 13 and 24 and their families. Through a comprehensive package of direct services and referrals, HMI fosters healthy youth development, promotes excellence in the delivery of services, and uses its expertise to create innovative programs that other organizations may replicate.

OUR STORY

HMI was born out of resistance to the violence and neglect faced by low-income, unhoused LGBTQIA+ youth of color. After learning of a 15-year-old unhoused boy who was assaulted and expelled from an emergency shelter because of his sexuality, life partners Dr. Emery Hetrick and Dr. Damien Martin took radical action. In 1979, they founded the Institute for the Protection of Lesbian and Gay Youth, the first organization in the nation dedicated to supporting LGBTQIA+ young people who were otherwise being failed by the very systems meant to protect them.

Renamed Hetrick-Martin Institute in 1988, HMI remains unwavering in its original mission: to create a space where queer youth, especially low-income youth of color, are seen, respected, supported, and celebrated. Here, they find peers and adults who value them and are invested in their success and healing. More than an affirming environment, HMI operates through an innovative membership model that offers LGBTQIA+ youth access to comprehensive, wrap-around services that touch every aspect of their lives.

In this moment when the conditions that led to HMI's founding feel disturbingly familiar, we are more committed than ever to helping queer youth heal, build community, and grow into the next generation of leaders, activists, and advocates for an equitable future.

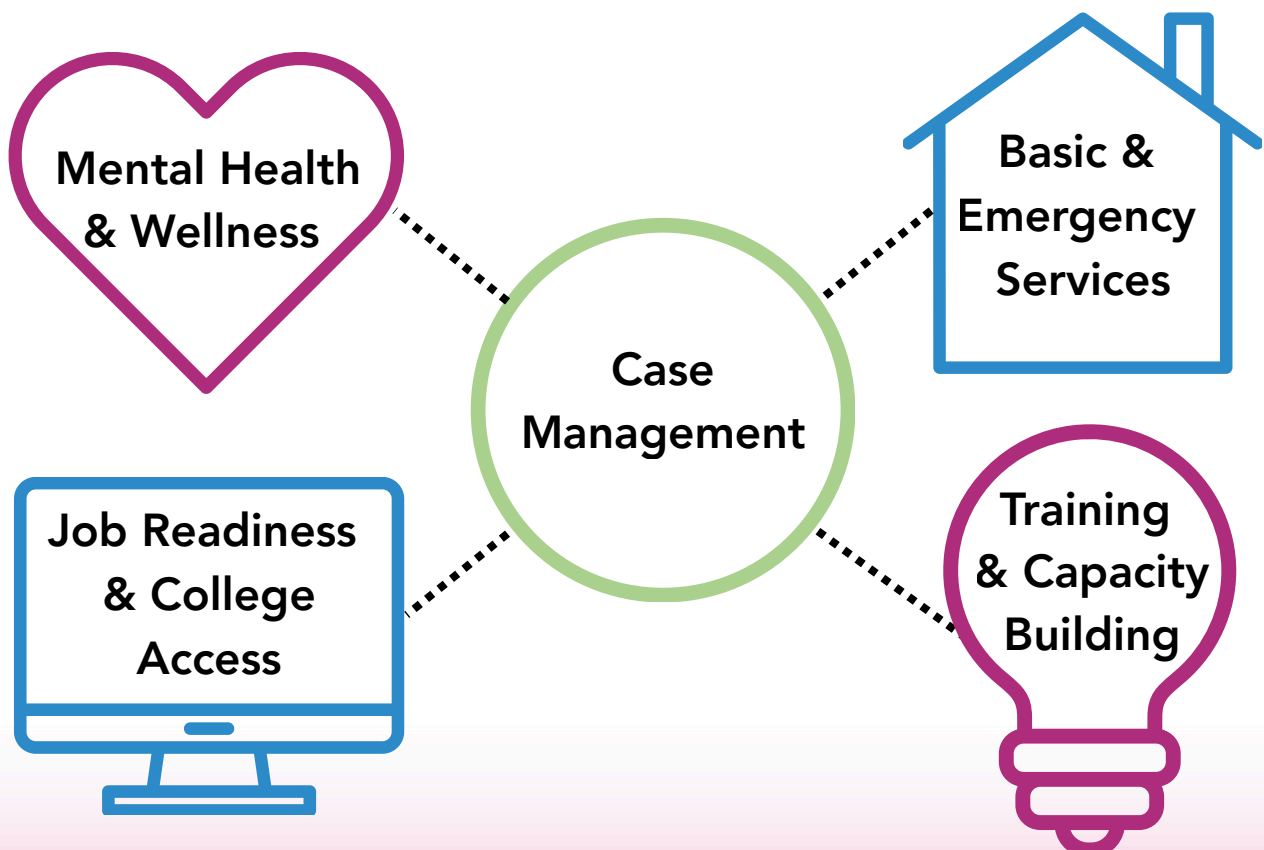


OUR PROGRAMS

HMI's programs and services are delivered through a Milieu Membership Model that integrates evidence-based mental health care, basic needs support, job-readiness training, college access, and leadership development. These services are designed to uplift LGBTQIA+ youth and support them in building positive futures. They are delivered by a team of staff whose lived experiences reflect those of the youth we serve. Our wraparound approach is grounded in positive youth development, trauma-informed care, and culturally responsive practices, with a particular focus on the experiences of queer and trans youth of color. All services are free of charge and offered in a safe, affirming environment where youth feel seen, respected, and empowered.

Youth are invited to engage with our programs in ways that feel right for them, whether by attending a single drop-in group, working one-on-one with a counselor, or participating in multiple services over time. This flexible, youth-driven structure ensures that each young person can access the support they need, when they need it, while forming lasting connections with trusted staff and peers. By addressing both immediate needs and long-term goals, HMI helps LGBTQIA+ youth build stable, healthy, and self-directed lives.

Our comprehensive services include:



MENTAL HEALTH

BY THE NUMBERS

607 unduplicated youth received a total of **4,933** Counseling & Case Management services.

321 unduplicated youth received a total of **1,493** comprehensive mental health screenings including GAD-7 (for anxiety), PHQ-9 (for depression), CRAFFT (for substance use), and the Columbia Suicidality Scale.

HMI's in-house Psychiatrist provided **199** appointments to **32** unduplicated youth.



HIGHLIGHTS

Community Partnerships & Collaboration

HMI strengthened partnerships with healthcare providers by cross-training with NYC Health + Hospitals to enhance LGBTQ+ resource knowledge and referrals, coordinating referral processes with Mt. Sinai to expand youth mental health support, and presenting HMI services to staff at Maimonides Hospital to build future collaborations.

Staff Development

Suicide Risk Assessment Training – Dr. Laura Erickson-Schroth (HMI Psychiatrist & JED Foundation CMO) led two critical sessions for all staff and clinical teams, enhancing safety protocols.

Leadership Expansion

HMI welcomed Aruna Krishnakumar, LCSW, as Senior Director of Mental Health! Aruna holds a certificate in Trauma-Informed Clinical Practice and has specialized knowledge in HIV testing, opioid overdose response, and gender-based violence.

New Programming

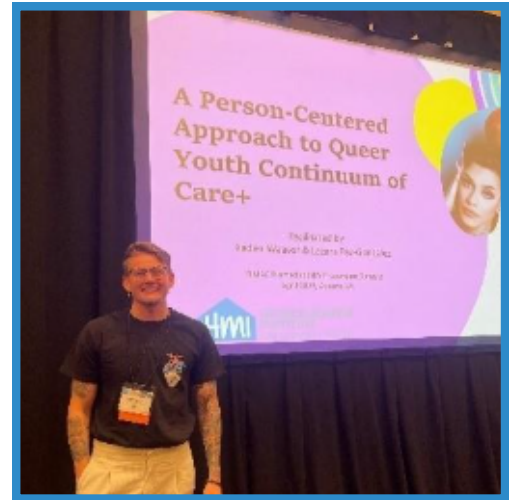
Launched HMI's first Spanish-speaking therapeutic group, creating a dedicated space for queer Latine youth, directly addressing community requests for culturally responsive care.

HEALTH & WELLNESS

BY THE NUMBERS

318 HIV and STI tests were distributed by HMI staff.

364 linkages to affirming healthcare services were provided to youth members.



HIGHLIGHTS

Testing & Awareness Campaigns

HMI's Testing and Awareness Campaigns reached new heights this year. In the lead-up to the 2025 HMI Awards Ball, the HIV Services team launched a testing drive that provided more than 130 young people with HIV testing while promoting status awareness as an act of community care. The campaign culminated in a powerful visibility moment when the winning Kiki House was featured on a Times Square billboard on March 9, 2025, celebrating health empowerment.

HMI's expertise was also recognized nationally, with HIV Youth Navigator Kaden Weaver presenting the Institute's person-centered care model for queer and trans youth at the National HIV Prevention Summit in Atlanta, and Camille Gaji showcasing outcomes from the SWEAR program at the SOPHE Conference in Long Beach, California, highlighting HMI's support for youth engaged in sex work.

Substance Use Recovery & Advocacy

In the area of Substance Use Recovery and Advocacy, HMI led the EYES Coalition in developing a citywide framework for LGBTQIA+ youth substance use support, informed by a community assessment that incorporated the voices of more than 100 young people. At the 2024 New York State Recovery Conference in Albany, HMI youth and staff co-facilitated a packed workshop exploring the intersections of marginalization, substance use, and recovery pathways.

Youth Recognition & Leadership

Finally, HMI proudly celebrated youth leadership and recognition. Robin Drake was honored with the 2024 Youth Sparkler Award from Friends of Recovery Gems, while Matthew Vincent was named the 2025 Youth Volunteer Award recipient, underscoring the extraordinary contributions of HMI youth in advancing community wellness and resilience.

BASIC & EMERGENCY SERVICES

BY THE NUMBERS

516 youth ate at Cafe HMI, with a total of 6,712 hot meals being served.

201 unduplicated youth visited HMI's Pantry a total of 1,123 times.

3,246 total pantry services were provided including showers, laundry, gender-affirming clothing, shoes, etc.

HMI staff conducted **314** street outreach sessions, reaching **2,441** youth and providing **1,945** referrals.



HIGHLIGHTS

Outreach

HMI expanded citywide outreach, engaging youth in parks, transit hubs, and gathering spaces, with a focus on locations like Washington Square Park and the Christopher Street Piers. Outreach prioritized youth who are unstably housed or engaged in sex work, ensuring immediate needs were met while connecting them to HMI's services.

Outreach kits with hygiene supplies and service information, redesigned flyers, and a weekly presence at the Black Trans Liberation Kitchen provided critical resources and direct links to HMI programs, particularly for Black trans and gender-expansive youth.

Data-Driven Strategy

Site selection was informed by canvassing, community feedback, and weekly planning meetings aligned with pantry updates, ensuring outreach remained targeted and responsive to youth needs.

Pantry

HMI integrated pantry services into outreach, distributing essential supplies and linking youth to in-house resources. The pantry introduced a dedicated harm reduction section, expanded categories of support, and launched the Home Kit: a hard-shell luggage set with household necessities to help members transition toward housing stability with dignity.

JOB READINESS & ACADEMIC ENRICHMENT

BY THE NUMBERS

228 unduplicated youth were screened for Job Readiness training needs, and **200** received Job Readiness training.

72 unduplicated youth were placed in paid internships.

144 unduplicated youth received college access services.



HIGHLIGHTS

Career Opportunities & Hiring Fair

In Fall 2024, HMI partnered with more than eight employers to host a Hiring Fair that connected over 50 LGBTQIA+ youth to job opportunities. Twelve youth secured placements, supported by HMI's ongoing commitment to building pathways toward economic mobility.

Innovative Skill-Building

Through a partnership with Witness to Mass Incarceration, 25 youth participated in a four-month Fashion Business Internship, gaining hands-on experience in design, business, and marketing. The program culminated in a professional fashion show at a major NYC retailer, opportunities to sell creations at local markets, and the development of digital portfolios to support future career goals.

Healthcare Career Pathways

HMI's partnership with Mt. Sinai School of Medicine introduced youth to careers in healthcare through interactive labs, CPR training, ambulance tours, and a Healthcare Professionals Panel. Youth also networked with LGBTQIA+ medical students and providers, inspiring new career possibilities in the health sector.

Higher Education Access

HMI youth attended the NYC National College Fair, where they explored academic opportunities, connected with affinity groups, and gained guidance on financial aid and campus resources, building a strong foundation for their higher education journeys.

TRAINING & CAPACITY BUILDING

BY THE NUMBERS

HMI trained
1,181 individuals
from a total of
127 partner
organizations

150 non-
member youth
received
evidenced-based
education from
HMI staff.



HIGHLIGHTS

Expanding Impact Through Education

This year, HMI trained more than 600 adult participants including youth workers, educators, and service providers, equipping them with critical tools to better support LGBTQIA+ communities.

Responding to Political Shifts

Workshops were updated to address the challenges of navigating anti-LGBTQ+ policies, with a new workshop on advocacy and resilience strategies set to launch soon.

Flexible Learning Options

To meet diverse schedules, HMI expanded access by offering virtual and asynchronous trainings, ensuring more participants could benefit from these resources.

Strategic Partnerships

HMI delivered tailored trainings and guidance to leading institutions, including Hunter College, the NYC Department of Education, City Harvest, Youth Advocacy Corps, the CATCH Program, the Child Study Center of NY, CCNY, Hunters Point, WIN NYU, and Services for the Underserved.

COMMUNITY CELEBRATIONS & VISIBILITY

HIGHLIGHTS

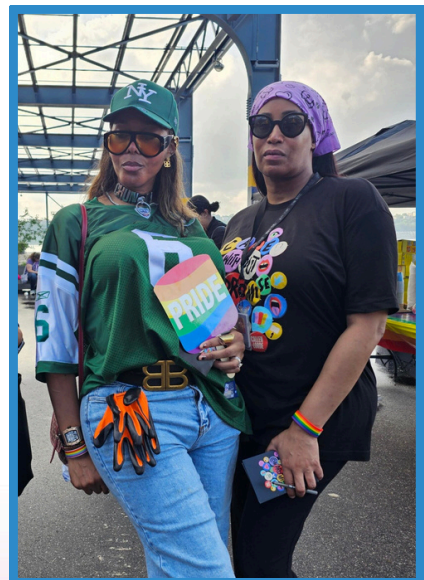
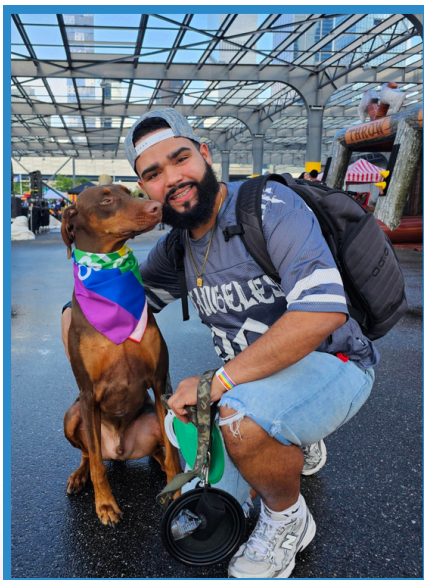
Youth Pride & Recognition

HMI's annual Youth Pride Fest on June 15 brought together more than 550 LGBTQIA+ youth (ages 13–24) for a joyful celebration of community and pride. This year also marked a special honor for HMI youth leader Robin Drake, named a 2024 Youth Activist Grand Marshal for the NYC Pride March in recognition of their leadership as a former Peer Educator and Drag Camp intern, advocacy as a Youth Ambassador at NYS Recovery Day, and ongoing work with Friends of Recovery's youth council.

Media Spotlights & Anniversaries

HMI was featured in the Proud Legacy Pride Special celebrating the organization's 45-year history, with interviews from alumni Jaszi Jonathan Alejandro and Frank Julca, alongside Chief Program Officer Bridget Hughes. HMI also celebrated Harvey Milk High School's 40th anniversary, honoring four decades since HMI co-founded the nation's first public transfer high school for abused and harassed youth.

In 2024, HMI launched the #SignedWithLove Campaign, combating anti-LGBTQ+ hostility through messages of love, affirmation, and resilience. Featuring personal video messages and written love notes, the campaign amplifies voices of support and reminds LGBTQIA+ youth that they are seen, loved, and irreplaceable.



BEREAVEMENT SERVICES

At Hetrick-Martin Institute, we recognize that grief is a significant and often overlooked part of LGBTQIA+ young people's lives. Many of the youth we serve are navigating not only the death of loved ones, but also profound and ongoing losses related to family rejection, fractured communities, identity transitions, and systemic harm. For LGBTQIA+ youth of color, these experiences are further shaped by racism and intergenerational trauma.

Traditional grief services are rarely designed with queer and trans youth in mind. They often focus narrowly on death, leaving our youth without language, tools, or spaces to process the full spectrum of loss they carry. In response to this critical gap, HMI developed *Survivance & Queer Youth*, a trauma-informed, culturally responsive bereavement intervention created specifically for LGBTQIA+ youth.

Survivance offers a peer-centered space where young people can name, understand, and transform grief together. Through guided discussion, emotional skill-building, creative expression, and ritual practices, participants deepen their ability to express loss, build connection, and find meaning. The curriculum also invites youth to connect with the legacy of queer ancestors, reframing grief through cultural pride, collective memory, and intergenerational resilience.

First piloted at HMI in 2019, *Survivance* has been continuously refined through direct youth feedback and the guidance of a Community Advisory Committee of adolescent grief experts and cultural leaders. In 2024, HMI expanded the program's reach and evaluation, partnering with eight LGBTQIA+ youth-serving organizations across the country to implement the curriculum and collect outcome data. **Participating youth reported reduced grief symptoms and stronger feelings of social support**, and several partner organizations have continued using *Survivance* beyond the pilot period.

Through *Survivance & Queer Youth*, HMI is redefining what bereavement care can look like, honoring the complexity of loss in LGBTQIA+ young people's lives while fostering healing, belonging, and hope.



STRATEGIC PLAN

This year, HMI will continue to define and uphold the standards of best-in-class care for LGBTQIA+ youth, specifically queer and trans youth of color in our community. Our strategic priorities fall into three pillars through which HMI will support the youth we serve and influence the agencies and systems they engage with:

THE COMMUNITY

Reducing depression and anxiety in queer and trans youth of color through a series of wrap-around services and community outreach.

- **1,000** youth members annually will visit our drop-in center, receiving more than **30,000** services, including individual and group counseling sessions, job training and paid internships, academic enrichment, nutritious hot meals and pantry services, health and wellness, and other services.
- **1,000** non-member youth and young adults will be served throughout New York City via HMI workshops, trainings, community events, and HIV testing.
- Over **2,500** youth will be connected with through outreach and referred to HMI or other relevant programs and services.

THE INSTITUTE

Increasing the available funding for organizations implementing models of care outside of a traditional medical billing system.

- We will disseminate evaluation results demonstrating the efficacy of the HMI model of care.
- We will lead funder, provider, and government agency collaborations to collectively prioritize the most effective response to the mental health crisis affecting queer and trans youth of color.

THE ADVOCATE

Establishing the standards of care for LGBTQIA+ youth mental health and building the capacity of other youth-serving organizations.

- We will measure the efficacy of HMI's model of care and assess the effectiveness of evidence-based interventions that have never been trialed with LGBTQIA+ communities.
- We will use our evaluation to inform training and curriculum development for other organizations serving LGBTQIA+ youth.

PUBLIC-PRIVATE PARTNERSHIP

Beyond holding our ground, we are also recognizing that we are positioned well to meet this moment when looking beyond our walls. HMI provides free liberation-focused mental health services outside of the Medicaid model, and we believe our mental health model, which is codified and evaluated to be highly effective, is one that should be shared. As such, our strategic approach is: 1) Expanding our free, best-in-class mental health services for LGBTQIA+ youth members; 2) Innovating partnerships across public, private, and community sectors to fill critical service gaps; 3) Driving city and state investment in LGBTQIA+ youth mental health and care access; 4) Mobilizing philanthropic support to replace withdrawn federal funding and ensure sustainability; 5) Training youth-serving organizations nationwide to deliver culturally responsive, affirming care; and 6) Ensuring that the mental healthcare and general healthcare needs of our staff, which is largely of the LGBTQIA+ community, are also met.

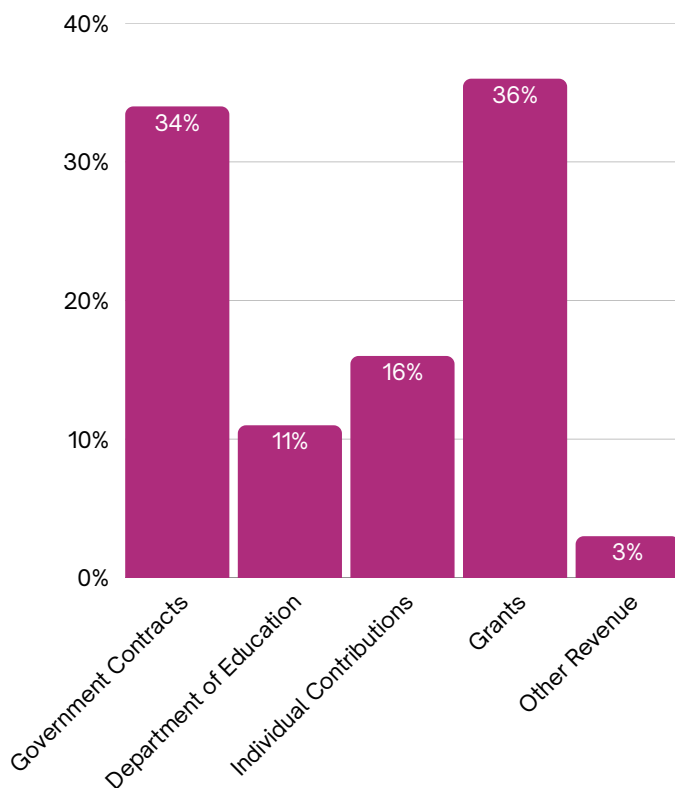
To advance these goals, HMI launched a **Public-Private Partnership (PPP)** in May 2024, bringing together private foundations, NYC Council leadership, and community organizations. This partnership aims to address some of the major drivers and obstacles impacting mental health care for QTYOC in New York City. Based on emerging trends, and work started by all members of the partnership, in solving the mental health crisis for LGBTQIA+ youth, to date, we have identified four core areas we could collectively impact. These priorities include workforce crisis, evaluation of effective models and practices, funding care, and policy. Each is supported by a dedicated working group that meets regularly to advance progress in its focus area.

Our recommended actions support evidence-based solutions included in the NYC Council's Mental Health Roadmap, the Marsha & Sylvia Plan, and HMI's Milieu Membership Model.

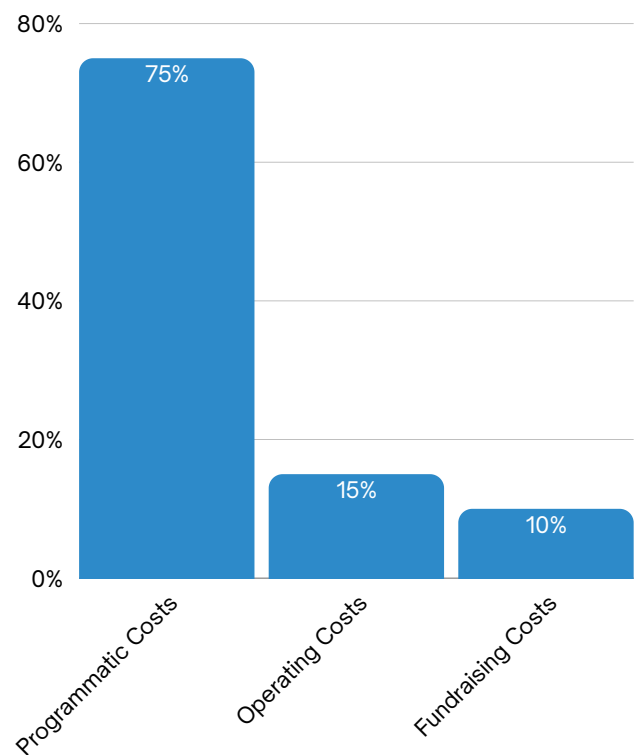


FINANCIAL REPORT

FY25 Revenue



FY25 Expenses



GOVERNMENT PARTNERS

NYC Administration for Children's Services – Safe Harbor Program
 New York City Council
 NYC Department of Youth & Community Development
 NYS Department of Health – AIDS Institute
 NYS Legislature
 NYS Department of Labor
 NYS Office of Cannabis Management
 NYS Office of Victim Services
 NYC Department of Health and Mental Hygiene
 U.S. Department of Housing and Urban Development –
 Youth Homelessness Demonstration Program

MAJOR DONORS

Hetrick-Martin Institute would like to thank the following donors for their contributions of \$5,000+ to the organization from July 1, 2024 to June 30, 2025:

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Marco Ziegler & James MacDonald

As we look ahead, HMI is committed to building on the progress we've made – expanding access to critical services, deepening our impact, and responding with agility to the evolving needs of LGBTQIA+ youth. In weathering the storm of today's increasingly hostile political climate, your support is a vital source of strength.

By standing together, we can turn today's challenges into tomorrow's opportunities, ensuring that every LGBTQIA+ young person has the chance to live openly, safely, and fully.

On behalf of the HMI family, thank you for standing with us, believing in our mission, and helping LGBTQIA+ youth thrive.



THANK YOU 