



Chroma*
Mental Health Collective

**2023
ANNUAL REPORT**

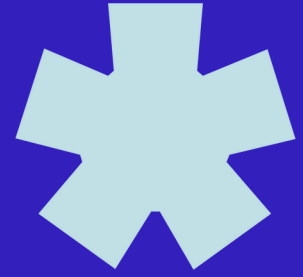


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WELCOME LETTER FROM MANAGING DIRECTOR

Dear Chroma Mental Health Collective community and supporters,

I am delighted to present our 2023 Annual Report, a testament to the resilience and commitment of our community in the face of unprecedented challenges. This year posed significant difficulties for gender and sexual minorities in Tennessee, marked by heightened legislative actions and threats that directly impacted the well-being and rights of many trans and gender-nonconforming individuals and families. As LGBTQ+ mental health professionals, we keenly understand the toll such a socially and politically hostile environment takes on mental health. More than ever, we are reminded of the need for access to affirming and attuned mental health supports.

Throughout this year, the words of the activist and author of *Emergent Strategy*, adrienne maree brown, provided guidance and vision: “**move at the speed of trust.**” Despite moments of despair, this deepening of community provided me with hope.

Enclosed within these pages, you will discover an overview of Chroma's accomplishments over the past year. I invite you to reflect on these achievements and join us in celebrating the progress we've made together.

Thank you for your support and connection.

Michael Zuch, LMSW

MISSION

To create access to affirming and attuned mental health care for all gender and sexual minorities in Tennessee by eliminating barriers and cultivating communities of care.

VISION

A world where people, no matter who they are and who they love, are joyful, connected, and thriving.

QUICK NOTE ON OUR TERMINOLOGY

We (Chroma Collective) made a collective decision to use the term "gender and sexual minorities (GSM)" in order to be as inclusive as possible. To us, the term GSM represents people whose genders, sexual orientations, or relationships are not recognized or affirmed by society's dominant culture. Sometimes it's called "queer" or "LGBTQIA+." Though we acknowledge the phrasing "gender and sexual minorities" isn't perfect, we hope communities and individuals who are often overlooked, ignored, or excluded from accessing quality mental health care feel welcome and supported.

ORGANIZATIONAL VALUES

The Chroma Collective adapted the Six Principles of Trauma-Informed Care to create the values we aspire and hold each other accountable to:


SAFETY We aspire to create an environment where people experience physical, emotional, social, and financial safety in all interactions with the organization.

TRUST & TRANSPARENCY We aspire to be transparent in the decision-making process in organizational operations, accounting, programs, and providers with the goal of building and maintaining trust with stakeholders and the public.

COMMUNITY & COLLABORATION We aspire to foster a spirit of mutual respect, accountability, and shared resources to sustain organizational operations and programs that are centered in the well-being of the community.

ACCESSIBILITY & CHOICE We aspire to create, empower, and sustain accessibility and choice for all gender and sexual minorities seeking mental health care.

ANTI-OPPRESSION & EQUITY We aspire to intentionally disrupt systems of intersectional oppression by advocating for all gender and sexual minorities in our organization, programs, and society.



“Chroma represents queer community support for me, both personally and professionally. It feels good to know I have a space where I can be myself and share in something special with likeminded colleagues. Chroma is also a point of connection where people in the community can find mental health care that is safe and supportive of their gender and sexual identities. I am happy to be a part of a collective that aims to increase access to affirming care.”

KYLE

*CHROMA COLLECTIVE
MEMBER SINCE 2021,
THERAPIST (LPC-MHSP)*

2023 PRIORITIES & ACCOMPLISHMENTS

1

INVEST IN OPERATIONAL INFRASTRUCTURE

- ✔ Officially became a **fiscally-sponsored organization** through the Nonprofit Incubator (NOPI)
- ✔ Service Structure & Working Groups **became defined** for decentralized and consensus-based organizational structure

2

DEVELOP FOUNDATION FOR FUTURE PROGRAMS

- ✔ **Therapist Directory** application process is being finalized
- ✔ Facilitated our first public **training for 220+ mental health professionals on suicide prevention** for trans and nonbinary individuals

3

BUILD COMMUNITY & SUPPORT NETWORK

- ✔ Hosted our Summer Social and connected **over 40 attendees** to our mission
- ✔ Grew our online following and **fundraised over \$500** to support Chroma operations
- ✔ Partnered with three local organizations to **provide crisis support** for gender and sexual minorities after local school shooting

2023 YEAR IN REVIEW

Quarter 1

Onboarding with Nonprofit Incubator

Service Structure & Working Groups Established

Branding Development

Quarter 2

Landecker Democracy Fellowship Academy in Poland

Quarter 3

Website & Social Media Launch

Program & Training Development

Summer Social & Fundraiser

Quarter 4

Facilitated Suicide Prevention Training



“As a mental health clinician, Chroma represents a welcoming and safe space for me to learn, grow and connect with other like-minded professionals. The work that Chroma is doing for the Queer community is much needed and timely, particularly in the state of Tennessee where there are so many barriers and challenges to adequate healthcare for individuals that identify as part of the community.”

MARYAM

*CHROMA COLLECTIVE
MEMBER SINCE 2021,
THERAPIST (LCSW)*

FELLOWSHIP REFLECTION

This year, Michael, one of the Co-Founders and current Managing Director of Chroma, was awarded the Landecker Democracy Fellowship which provided \$5,000 in seed funding for Chroma in addition to a stipend and mentorship for Michael. In April of this year, Michael attended their Action Academy in Krakow, Poland to learn and grow in developing the skills to promote democracy in the digital age. This was a transformative experience and made Chroma's work possible this year.

Check out [Chroma's profile](#) on the Humanity in Action website and read about his reflections this year on the [Chroma Blog](#).



FINANCIALS

2023 BUDGET

Chroma Mental Health Collective				
Statement of Activity Detail				
	Transaction Type	Name / Program	Memo/Description	Amount
INCOME & ADMIN EXPENDITURES				
	Deposit	Landecker Democracy Fellowship Seed Money		5,345.75
	NOPI Fee		5% Admin	-250
	Deposit	Individual Donations (through GiveButter)		520
	NOPI Fee		10% Admin	-52
Total Income (Minus Fees)				\$5,563.75
EXPENDITURES				
IT Expenses				
Website				
	Expenditure	Squarespace	Annual Fee	200.8
	Expenditure	Squarespace	URL Name Reservation	40
Total for IT Expenses				\$240.80
Summer Social				
	Expenditure	Summer Social	Donation Raffle Gift	100
	Expenditure	Summer Social	Food & supplies for event	449.48
	Expenditure	General / Summer	Promotional Print Materials	27.3
Total for Summer Social				\$576.78
Training				
	Expenditure	Suicide Preventio	Trainer Fee	600
Total for Training				\$600.00
Retreat (Spring 2024)				
	Expenditure	Retreat	AirBnB Reservation	819.23
Total for Retreat				\$819.23
Total for Expenditures				\$2,236.81
Net Revenue				\$3,326.94

Note on 2024 Budget: The Landecker Democracy Fellowship Seed Money must be spent by Q2 of 2024 (or it will be returned) and has been pre-allocated to go towards the upcoming Retreat, promotional materials, and admin expenses.

LOOKING AHEAD AT 2024

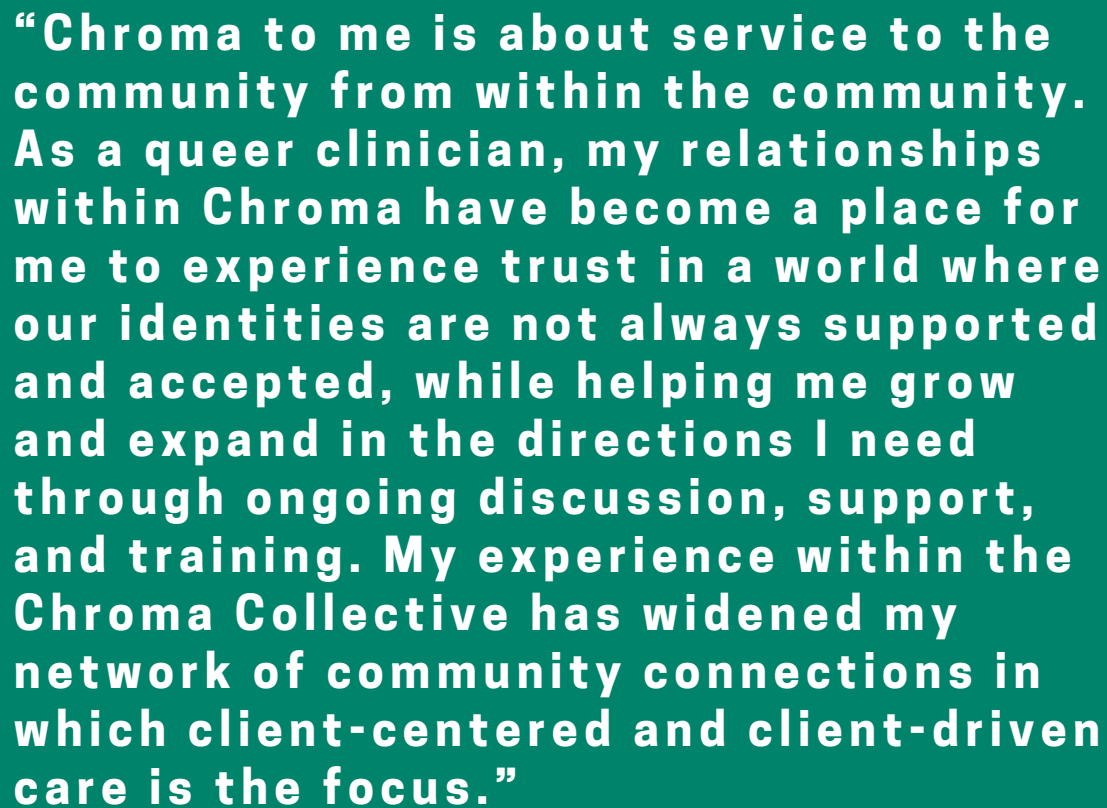
**Collective Strategy
Retreat in Q1**

**Launch of
Therapist
Directory**

**More Training
Offerings**

**Fundraising Plan
for Therapy
Financial
Assistance
Program**

**Partnership
Development
& Community
Building**



“Chroma to me is about service to the community from within the community. As a queer clinician, my relationships within Chroma have become a place for me to experience trust in a world where our identities are not always supported and accepted, while helping me grow and expand in the directions I need through ongoing discussion, support, and training. My experience within the Chroma Collective has widened my network of community connections in which client-centered and client-driven care is the focus.”

ANJANA

*CHROMA COLLECTIVE
MEMBER SINCE 2021,
THERAPIST (LMFT)*

HOW TO GET INVOLVED



Open to GSM* only

JOIN THE COLLECTIVE

If you identify as a gender or sexual minority (GSM) and are passionate about creating mental health access, come join the Collective! We meet on a monthly basis and are the heartbeat of Chroma.

SHARE YOUR EXPERTISE

Our Working Groups need individuals who can volunteer their specialized expertise to their work. This year, we will need support in fundraising, digital marketing, design, and exploring technological solutions.



Open to all



CONNECT & DONATE

Sign up for our Newsletter, follow us on social media, tell a friend, or donate! As a volunteer-led organization, we rely on donations to continue our operations and programs.

Thank you!

TO OUR MANY PARTNERS & FRIENDS

Humanity in Action & Landecker Democracy Fellowship

for their financial support & mentorship this year

Nonprofit Incubator (NOPI)

for providing org financial sponsorship status and technical assistance

Anna Parnell & Mark Malek

for their generous donation of branding and design services

Healing Umbrella Psychotherapy

for facilitating our first public training in such a beautiful way

Karl Bolton Counseling

for donating their space and time to invest in developing our service structure

Mindful Nashville

for providing us with their beautiful space for our Summer Social

Nashville Center for Trauma & Psychotherapy

for providing meeting space

University of Tennessee College of Social Work

for co-sponsoring and hosting our first training

Elevate Consulting

for their willingness to engage in strategic conversations and help the organization grow and thrive

Launchpad Nashville and Black Mental Health Village

for ongoing and continued mutual support

Healing in the Margins and Inclusion Tennessee

for their crucial work in the community and future partnership

Our first donors!

for your generous support and belief in our mission

GET IN TOUCH!



info@chromamentalhealth.org



www.chromamentalhealth.org



[@chromamentalhealth](https://www.instagram.com/chromamentalhealth)



Donate: www.givebutter.com/ChromaLaunch

Website



Newsletter Sign Up



Donate



Chroma Mental Health Collective is fiscally sponsored by NOPI - Nonprofit Incubator, a program of NOPI INC, a Massachusetts nonprofit corporation and 501(c)(3) organization, EIN 81-5089505. Learn more at <https://thenopi.org>.