

# CenterLink: The Community of LGBT Centers



Annual Report 2010



**CENTERLINK**  
THE COMMUNITY OF LGBT CENTERS



# Welcome From Centerlink

Dear Friends,

We are proud to present this copy of CenterLink's Annual Report which summarizes the highlights from Fiscal Year 2010.

This was an exciting year for CenterLink. Our core mission is strengthening LGBT centers and we made significant progress in 2010. For example, CenterLink was a partner in producing the 2010 Community Center Survey Report; we presented valuable training at the Creating Change Conference; we hosted our 4<sup>th</sup> Annual Leadership Summit; we created a webinar training series and continued to facilitate in-person board and staff trainings, and we continued our important partnerships with the Johnson Family Foundation, the LGBT Pipeline Project and national legislative coalitions. And throughout the year we responded to literally hundreds of calls for assistance from LGBT community centers around the nation and the world.

In providing support and technical assistance to LGBT Community Centers we are committed to developing strong leaders at both the Executive Director and Board Member levels. We strive to create and maintain a resilient and substantive network of peers from whom ideas and inspiration can be drawn. With each Center visit, each Summit, and each phone consultation, we are increasing the capacity, sustainability and success of LGBT centers, thereby strengthening our communities and our larger movement for freedom, justice and equality.

From the small-town, volunteer-run center to the multi-million dollar, multi-location facility, LGBT Centers are at the core of our community – both local and universal. Their work is endless, their efforts tireless, and their survival imperative. And so, then, it is essential that Centers have a support system upon which to rely. CenterLink is that support system.

CenterLink remains the only organization dedicated to ensuring the survival, growth and sustainability of LGBT Centers—the vital grassroots of our movement. As we look ahead to LGBT victories in the political and social justice arenas, CenterLink will remain resolute in our commitment to bolstering and fortifying LGBT Community Centers through practical assistance, training and advocacy .

Thank you for your continued support and your commitment to the LGBT Community Center movement. We look forward to many shared successes in the years to come.

Sincerely,

Lorri L. Jean  
Co-Chair

David Kilmnick  
Co-Chair

Terry Stone  
Executive Director



Keeping LGBT Centers Strong

## Capacity Building & Technical Assistance

CenterLink's capacity building programs help community centers improve governance, leadership, mission and strategy, and to streamline their administrative, program development, fundraising, and advocacy efforts.

## Center Resources & Best Practices

CenterLink provides resources for groups planning to open a community center or expand existing programs and services. The resources available include sample forms, "how to" articles, and training materials. The clearinghouse also contains samples of articles of incorporation, by-laws, job descriptions, policies and procedures, and directions on how to apply to the IRS for tax-exempt status.

## Community Center Action Network

In order to promote and increase civic engagement in our community, the Community Center Action Network was created as a national-to-local nonpartisan grassroots voter registration, education and mobilization project. The program seeks to enhance the advocacy and organizing capacity of LGBT community centers.



## CenterLink History

CenterLink was founded in 1994 as a member-based coalition to support the development of strong, sustainable LGBT community centers. The organization has played an important role in supporting the growth of LGBT centers across the country and addressing the challenges they face, by helping them to improve their organizational and service delivery capacity and increase access to public resources. Based in Fort Lauderdale, FL, CenterLink works with other national organizations to advance the rights of LGBT individuals and to provide LGBT community centers with information and analysis of key issues.

Serving over 200 LGBT community centers across the country in 46 states and the District of Columbia, as well as centers in Canada, Israel, Mexico, China and Peru, CenterLink assists newly forming community centers and helps strengthen existing LGBT centers, through networking opportunities for center leaders, peer-based technical assistance and training, and a variety of capacity building services. Our efforts are based on the belief that LGBT community centers are primary change agents in the national movement working toward the liberation and empowerment of LGBT people. Serving over 600,000 people, they are the heart and soul of the LGBT movement and are vital to our current well-being and dreams for the future. Whether they provide direct services, educate the public or organize for social change, community centers work more closely with their LGBT constituency and engage more community leaders and decision-makers than any other LGBT network in the country.

Centers serve a vital and multi-faceted role in many communities across the country. They are often the only staffed non-profit LGBT presence in the area and the first point of contact for people seeking information, coming out, accessing services or organizing for social change.



## 2010 Community Center Survey



In collaboration with the Movement Advancement Project, CenterLink produced the 2010 Community Center Survey Report. This report presents findings from the second biennial survey of LGBT community centers and provides the most comprehensive picture of LGBT community centers' staffs and boards, program priorities, constituencies, fundraising, budgets, and technical assistance needs since CenterLink's founding. The report is based on responses from 69 participating centers, and often separately examines centers with budgets of less than \$100,000 per year ("small centers") and those with budgets greater than \$100,000 per year ("large centers").

The survey found that LGBT community centers provide an array of important services to hundreds of thousands of LGBT people across the country. In some communities, the LGBT community center might be the only place where an LGBT person feels safe and accepted. In other communities, the LGBT community center might provide important health or mental health services, arts and cultural programming, legal services, or opportunities for LGBT people to advocate for policy change.

This report highlights the important role of LGBT community centers, provides insight into the services and scope of current centers—and outlines key recommendations for how we can make them stronger.

**For a copy of the full survey go to:**  
<http://www.lgbtcenters.org>

## About CenterLink

CenterLink exists to support the development of strong, sustainable LGBT community centers and to build a unified center movement.

### Our Vision

CenterLink envisions a society that celebrates diversity, acknowledges the dignity of LGBT people, and embraces full human rights for all people. Furthermore, CenterLink envisions a time when all LGBT people, in cities and towns of all sizes, have access to strong lesbian, gay, bisexual and transgender community centers that enrich and improve our lives.

### Our Principles

Centers are engines of community organizing and liberation and crucial to the health and strength of LGBT communities. To assist centers in building a movement that honors and promotes full human rights and dignity for all LGBT people, CenterLink works to build capacity, strengthen linkages, and advocate empowerment, self-reliance, inclusion and diversity among every community center in our coalition. CenterLink acts as the voice for LGBT community centers in grassroots organizing and coalition building.

### Core Values

*We believe* in the axiom that "all politics is local" and therefore understand that community centers are primary change agents in a movement working toward the liberation and empowerment of LGBT people.

*We support* and honor other communities whose civil rights struggles paved the way for our movement, and we value and work for full human rights and self-determination for all people.

*We believe* that promoting and celebrating inclusion and diversity strengthens the LGBT community and is vital to CenterLink's mission and vision.

*We value* an association governed by an inclusive process and that collaborates with other LGBT organizations.

*We believe* in the right of each member center to self-direction and value all centers regardless of size, services or programs.

*We value* the worth and dignity of all people and strive to create and sustain community institutions that make this value a reality in the workplace.

*We celebrate* our LGBT culture and value our cultural and political heritage.



## Johnson Family Foundation Grant Program

As part of their commitment to advancing equality and social progress, the

Johnson Family Foundation (JFF) envisions a world free from discrimination based on sexual orientation, gender identity and gender expression, where LGBT people are empowered to lead healthy and productive lives. JFF makes investments that promote the mental health and well-being of LGBT people across the lifespan, empower queer youth and build the capacity of the movement for LGBT equality.

In an effort to expand the availability of high quality and responsive mental health services for LGBT people, JFF announced a three-year pilot program aimed at increasing the variety and quality of mental health services provided by LGBT community centers; strengthening the overall organizational capacity of these institutions during a critical phase in their development; and promoting communication and collaboration among leading providers of mental health services to LGBT people. Through this initiative JFF hopes to strengthen the capacity of individual LGBT community centers and promote a strong and vital center movement.

Over the course of this project, 6 LGBT community centers will be selected to receive \$100,000 grants: two in 2009, two in 2010 and two in 2011. The grants will be paid over three years and must be used for specific capacity-building projects designed to expand the variety and/or quality of mental health services offered. Each grantee will have access to additional funds (\$50,000 over three years) to underwrite comprehensive technical assistance.

CenterLink is a proud partner in this initiative and provides technical assistance to centers during all phases of the application process. After the grants have been awarded, centers work collaboratively with CenterLink to design a TA action plan that best suits their needs.

## CenterLink: The Community of LGBT Centers 2010 in Review

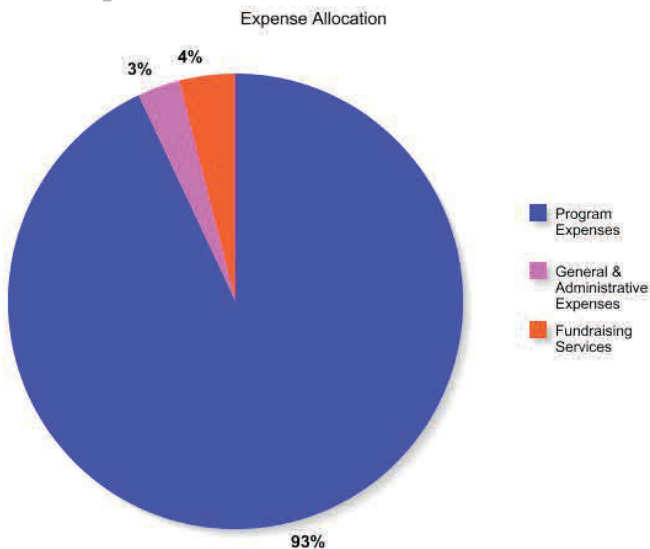
2010 was a successful year for CenterLink. We saw 101 centers become members and welcomed centers from China, Mexico and Peru as well as two new members from Israel. We continue to grow to meet the challenges of serving and assisting over 200 LGBT community centers in 46 states, Washington, DC and our international centers. Among our other accomplishments:

- ⇒ Hosted the 4th Annual Leadership Summit in Portland, OR. 80 executive directors and board leaders attended, representing a continued increase in participation. Topics included *Fundraising That Works*, *Building a 21<sup>st</sup> Century Board*, *Powerful Boards & Fierce Fundraising* and *Inclusion & Diversity Best Practices*,
- ⇒ Facilitated in-person board and staff training at seventeen Centers around the U.S., assisting in board development, fundraising training, and financial management--an increase of over 100% from 2009,
- ⇒ Provided one-on-one coaching and resources in response to 543 community center requests through phone sessions and internet interactions, including such areas as community needs assessment, how to start a center, membership program development, executive transitions, requests for model policies and procedures, crisis management, local/regional funding, and board and staff roles,
- ⇒ In collaboration with the Movement Advancement Project, produced the 2010 Community Center Survey Report.
- ⇒ At the 2010 Creating Change Conference, provided a full day of training on securing and managing government grants, managing a center through the economic downturn, capital campaigns and leadership transitions,
- ⇒ Continued to partner with the Johnson Family Foundation on the second year of its mental health initiative Grants were awarded to the Long Island GLBT Community Center and Pacific Center for Human Growth (Berkeley, CA) in 2009 and to Milwaukee LGBT Community Center and SunServe (Fort Lauderdale, FL) in 2010,
- ⇒ Completed a second year of collaboration with the LGBT Pipeline Project to create sustainable, long-term diversity inclusion initiatives in LGBT Community Centers across the United States and issued a final report describing the work done with over 20 community centers and their plans to make the center workplace more inclusive,
- ⇒ Worked closely on national legislative coalitions to mobilize LGBT community centers to work for employment non-discrimination, the repeal of "Don't Ask, Don't Tell," safe schools legislation, and other federal policy issues relevant to community centers and their constituents,
- ⇒ Created a webinar training series offering 13 webinars throughout 2010.

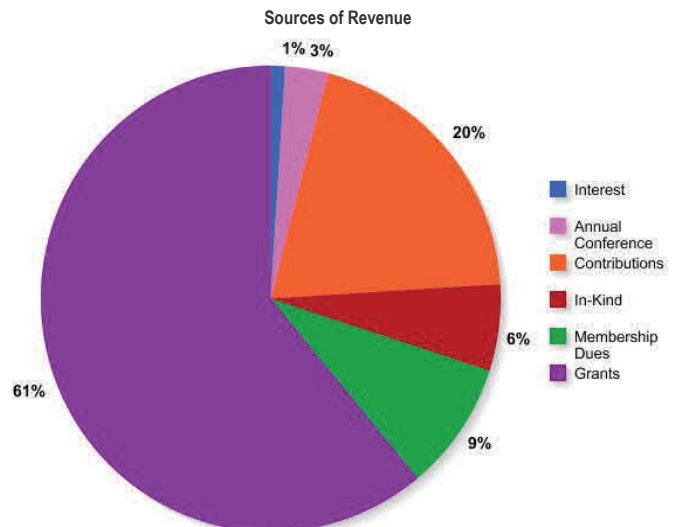
# STATEMENT OF ACTIVITIES & CHANGES IN NET ASSETS

	2010			2009		
	Unrestricted	Temporarily Restricted	Total	Unrestricted	Temporarily Restricted	Total
<b>Revenue</b>						
Grants	\$171,682	\$50,000	\$221,682	\$153,127	\$70,103	\$223,230
Membership Dues	\$32,965	-	\$32,965	\$30,150	-	\$30,150
In-kind	\$21,045	-	\$21,045	\$16,289	-	\$16,289
Contributions	\$73,377	-	\$73,377	\$75,678	-	\$75,678
Conference Income	\$9,383	-	\$9,383	\$8,304	-	\$8,304
Interest Income	\$350	-	\$350	\$646	-	\$646
Net Assets released from purpose & time restriction	\$70,103	(\$70,103)	-	\$59,583	(\$59,583)	-
<b>Total Revenue</b>	<b>\$378,905</b>	<b>(\$20,103)</b>	<b>\$358,802</b>	<b>\$343,777</b>	<b>\$10,520</b>	<b>\$354,297</b>
<b>Expenses</b>						
Program Services	\$317,136	-	\$317,136	\$324,056	-	\$324,056
General & Administrative	\$9,313	-	\$9,313	\$13,214	-	\$13,214
Fundraising Services	\$12,686	-	\$12,686	\$8,981	-	\$8,981
<b>Total Expenses</b>	<b>\$339,135</b>	<b>-</b>	<b>\$339,135</b>	<b>\$346,251</b>	<b>-</b>	<b>\$346,251</b>
<b>Change in Net Assets</b>	<b>\$39,770</b>	<b>(\$20,103)</b>	<b>\$19,667</b>	<b>(\$2,474)</b>	<b>\$10,520</b>	<b>\$8,046</b>
Net Assets, Beginning of Year	\$77,478	\$70,103	\$147,581	\$79,952	\$59,583	\$139,535
Net Assets, End of Year	\$117,248	\$50,000	\$167,248	\$77,478	\$70,103	\$147,581

## Expense Allocation



## Sources of Revenue





## 2010 CenterLink Supporters

### Individuals

Alan T. Acosta	Tara Ann LeGates
David Bailey	Tracie D. Lutz
Luann Boylan	Mike McKay
Laura Bradford/ Valerie Larabee	Rayman Mathoda
Jennifer Breakspear	Jude Medeiros
R Tad Brown	Howard Menaker
Robbin Burr	Jean-Marie Navetta
Maggi Cage	Lester L. Neblett III
Michael Caldwell	Candice Nichols
Kendall Clawson	Quentin O'Brien
Kenneth B. Coaxum	Lauren Ostrow
Mari Jane Costello	Peter Paige
Darrell Cummings	James Pol
Ester Denham	Daniel H. Renberg
Sue Doerfer	Cynthia Robertson
Darren Draves	Guido Sanchez
Susan Feniger	Helen Sanchez
Mark K. Flaherty	Yolanda Santiago
Dolph Ward Goldenburg	Aejaie Sellers
Kimberly Gonzalez	William H Shaw
Susan Goodell	Eric M Shore
Rose Greene	Jay Squires
Timothy G Hanlon	Jimmie A. Starks
Bennett E. Hobb	Terry Stone
Paul Hyman	Leslie Thompson
Lorri L. Jean	Barton Verry
Jason Roark Johnson	Jonald C. Vitto
Kathy Ketchum	George R Walker
James Key	Sandra Weidman
David Kilmnick	Jamal White
Marki Knox	Craig Wiley
Lorraine Langlois	Tessa Zilla

### Organizations

LA Gay & Lesbian Center  
 Johnson Family Foundation  
 Prudential Insurance Company of America  
 Sodexo  
 Metropolitan Charities  
 Prudential Foundation  
 GoodSearch  
 Missionfish  
 Arcus Foundation  
 H. van Ameringen Foundation  
 B.W. Bastian Foundation

### Sponsors

Salesforce.com  
 David Bohnett Foundation  
 Tides Foundation/Joe McCormack  
 Unemployment Services Trust  
 American Legacy Foundation  
 Casswood Insurance Agency  
 Orbitz  
 Cup & Saucer Café  
 The Standard  
 ZippyDogs.com  
 Legacy  
 West Café  
 Cup Cake Jones

## LOOKING AHEAD TO 2011

Our areas of concentration in the coming year include the following:

- ◆ Continue to host the Creating Change Institute for LGBT Centers,
- ◆ Host the Leadership Summit to be held in September 2011 in Milwaukee, WI,
- ◆ Ongoing technical assistance and coaching through phone and online conversations,
- ◆ Facilitate 15 community center board/staff retreats and in person trainings,
- ◆ Continue to develop new technical assistance tools, design an intensive training program for executive directors with less than 2 years tenure and update our community center resource manual,
- ◆ Continue to partner with and work closely alongside national coalitions to mobilize LGBT centers and their constituents on the continuing federal policy and legislative issues that impact LGBT centers and the community they serve,



## CenterLink Board of Directors

**Lorri L. Jean—Co-Chair**

L.A. Gay & Lesbian Center

**David Kilmnick—Co-Chair**

Long Island GLBT Community Center

**Paul Hyman—Secretary**

Pride Center at Equality Park

**Maggi Cage, PhD—Treasurer**

Milwaukee LGBT Community Center

**Jennifer Breakspear**

QMUNITY

**Antonio David Garcia**

Kalamazoo Gay Lesbian Resource Center

**Lorraine Langlois**

Metro Community & Wellness Center

**Jude Medeiros**

Sodexo

**Paul Moore**

David Bohnett Foundation

**Candice Nichols**

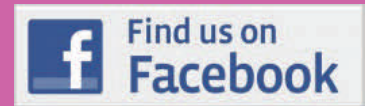
Gay & Lesbian Center of Southern Nevada

**Clarence Patton**

The Pipeline Project

**Jay Squires**

Gay Community Center of Richmond



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