



# ANNUAL REPORT 2022

**THE  
CENTER**

THE LESBIAN, GAY, BISEXUAL &  
TRANSGENDER COMMUNITY CENTER

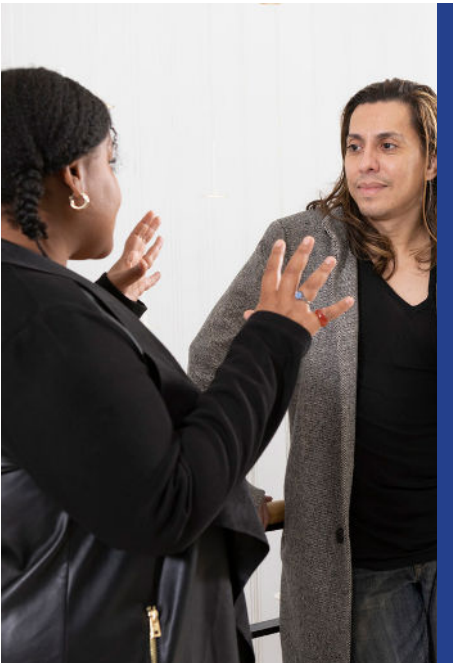
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From 2019 -2021 The Center began taking preliminary steps to improve race equity across the organization and in the communities we serve. In 2022, we made significant progress and also faced challenges.



## Clarifying our organizational identity

In 2022 The Center established explicit values. Creating and integrating organizational values into all aspects of our work is critical to our racial equity transformation because our values are a compass, helping ensure our programs, policies, culture, and decisions align with and are driven by our commitments to equity. Future strategic planning will also include updates to The Center’s mission and vision to continue guiding us in best serving our community.



## Building shared language

The race equity assessment we conducted in 2020 identified a need for broader education about equity, power, privilege, and oppression in society and at The Center. In 2022, employees across all levels of the organization formed a committee to work with external facilitators to design and lead an education series for all staff at The Center. Topics ranged from social identities and microaggressions to intersectionality and structural racism and beyond—all were explored through the lens of how those issues impact The Center. The training helped us develop a common language around the dynamics of race and racism, build relationships, and better understand each other as colleagues and community members. The series increased our capacity to talk openly and vulnerably with one another. These conversations will continue in teams as folks consider the more direct connections to and impacts on their work areas.

## Making structural changes to HR

Human Resources (HR) policies and practices are often the root of where and how inequities exist within organizations. That’s why our efforts to transform The Center needed to include a close review of this area. In 2022, we partnered with a racial justice & equity consultant, [Unbrand](#), to identify where we can change staffing and performance management. These areas of work are continuing in 2023. Here are some examples of our progress in 2022:



### ***Core competencies -***

Based on robust feedback from staff, we have designed organizational core competencies, which name the required competencies across all roles and functions, rooted in equity and our organizational values.



### ***Performance evaluation -***

We have revised our performance management tool. In 2023 we are implementing a new review process to share feedback across levels and from peers. We also separated performance evaluations from annual salary adjustments.



### ***Compensation philosophy -***

We are reviewing our current compensation structures and practices and are working to establish a transparent compensation philosophy that aligns with The Center's values and organizational priorities. In the past two years, we have made some adjustments to increase wages for our lowest-paid staff, and in 2023, we will define a minimum liveable wage for employees.



### ***HR policies and procedures -***

We are revising the employee handbook to ensure our policies and practices align with our values and center racial equity and inclusion.



## **Reflecting on tensions in the work**

We have found that it takes trusting and honest relationships and the skills to engage in generative conflict to do this work transformatively. Since race equity work is so relational, and we have been moving into a hybrid in-person and virtual world, we have had to be intentional about how we gather and spend time learning about one another.

Over the last year, as we've changed, we have been constantly reminded that there is no roadmap for this work. We strive for progress, welcoming learning and changes and pushing against the myth that we should (or can) get everything right the first time.

Finally, we are continuously reminded how slow change can be, particularly in an organization of our size and history. We must continue to build our skills even as organizational change is happening. Some of the changes we're implementing are tactical, and others are systemic, strategic, and cultural. For example, we've named organizational values—but the cultural shift of embodying the values in our everyday work is a longer-term change.



# Cultivating a thriving community of LGBTQ+ New Yorkers

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We engaged over 2,000 guests for our cultural programs over 30 unique events and collaborated with over 226+ community-based artists.



Our new partners at **Little Island** welcomed us to their space to organize a community vigil as part of our **Transgender Day of Remembrance: These Are Our Flowers** program. We welcomed back our partners Queer Art and Visual AIDS but also new partners such as:

- Carnegie Hall Citywide
- The GateKeepers Collective with Donja R. Love
- Pioneers Go East Collective
- National Queer Theater
- New York Theater Workshop
- Film Forum
- Kino Lorber
- Oscilloscope Laboratories
- American Opera Project
- Infrasond Music
- The Shed
- Queer Art Fest., Inc.

The Center commemorated **Juneteenth** for the first time as part of its annual Open House Program in the form of a community block party. Taking place on June 19th, the free series of events included:

- Mediation Workshop with Integral Yoga
- Drag Queen Story Hour with Harmonica Sunbeam
- A (queer) Latin Hustle Dance Class with Abdiel Jacobson and National Jazz Museum of Harlem
- Film Program + panel by The Centers RiseOut Advocacy Network
- Dance/Music Performance by Bombazo Dance Co.
- Music Performance by The Illustrious Blacks.



The Center also launched the Getting Employed Through Industry Training (GET IT) Fellowship program, where at the end of August, four community members were interviewed and selected to work on-site with two corporate partners, Milk Makeup and JPMorgan Chase, from September 2022 through June 2023.



## A Focus on LGBTQ+ Youth Facing Homelessness

In August of 2022, with the support of The New York City Department of Health, The Center formed a coalition to focus on the intersection of LGBTQ+ Youth Homelessness and Substance Use with the goal of creating strategies for prevention, increased resources and access for these young adults, and policy advocacy. Sixteen organizations currently participate in the Coalition, which also includes youth who have battled homelessness in their lives. This Coalition is a part of the Coalition and Media Prevention (CAMP) Program initiative started by the NYC DOHMH in 2019, with support from the Unity Project. Unlike traditional drug prevention coalitions, these coalitions are focused on risk and protective factors unique to the LGBTQ+ communities.



## The Center's annex wing is renamed to celebrate Keith Haring

On what would have been his 64th birthday, The Center unveiled the new name for our annex building. The Keith Haring Community Wing is named for the artist and social activist who was a prominent member of New York City's East Village art scene and achieved global acclaim for his "subway drawings" and public works. The new name celebrates Haring's connection to The Center. It also recognizes a gift of \$3.7 million from the Keith Haring Foundation, which is the largest gift The Center has ever received and the largest award the Foundation has issued to date. Throughout his career, Keith Haring produced more than 50 public artworks between 1982 and 1989 in dozens of cities around the world, including the Once Upon a Time mural located at The Center.



In 2022, Center Recovery, The Center's adult and youth substance-use treatment programs, provided 12,859 unique services. Center Care provided individuals, families, and couples with 2,701 unique mental health counseling sessions.



## Center Works Improving the Personal Economies of LGBTQ Young Adults

Center Works leverages The Center's experience in case management and care coordination. In addressing a constituent's basic needs, we can achieve lasting outcomes related to their future financial sustainability. Two hundred community members, who have participated in internship placements with stipends at 11 internship site placements, received 451 individual coaching sessions designed to ensure successful participation and completion of the internship experience.

## Center Youth

The Center served 117 youth through the Center Youth Internship & Leadership Development Program in FY2022. These youth participated in various experiences that helped them prepare for success in their career goals, including youth internships and career readiness training activities.



- 60 successful completions of one or more internships, service-learning projects, or career readiness programs
- 100% of participating youth developed an initial portfolio (cover letter, resume) and an "elevator pitch" for professional networking and received professional attire training
- 90% of READY participants completed career readiness training and internships
- Three cohorts of READY (Responsible-Efficient-Assertive-Determined Youth) completed seven curriculum units and paid 110-hour internships.
- Three youth cohorts participated in ROAR (Responsibility, Opportunity, Action, and Results). They engaged in service-learning projects that integrated meaningful community service with instruction and reflection.
- One cohort of YASS (Young Adult Self-Sufficiency) in a hybrid format at Queens School of Inquiry earned health education credit. Half of the students did in-person workshops, which 75 students attended, and half worked on improving the curriculum in partnership with teachers.
- Center Youth Summer Camp: In 2022, we pivoted to a summer day camp model. 35 youth participated in a week-long day camp model, which included daily trips around the Tri-state area.

"It's ironic to me that I only got involved with The Center this year and how much I've taken it by storm! Considering how much The Center has changed my life in such a short time, I can't imagine how much The Center has done for our community over 40 years! The fact is, there are certain resources not within reach for all members of the LGBTQ+ community. I see The Center filling that gap, providing space for people to pursue opportunities, understand that they belong, and that they are more than qualified to achieve their dreams."

*Arieana, GET IT Fellow*

The Center leads, organizes, and supports the coordination of the statewide coalition called RiseOut, representing more than 55 LGBTQ and allied organizations from every region of New York State and serving as an information and resource hub for statewide LGBTQ Advocacy.

Two of the core tenets of our advocacy efforts are focused on civic engagement and voter education. We work closely with the coalition, community members, and the broader public to promote civic knowledge and skills to keep community members informed about how the democratic process works as well as when, where, and how to vote.

## Highlights

On November 18th, The Center hosted Senate Majority Leader Chuck Schumer for a rally to raise awareness and advocate for the passage of the Respect for Marriage Act (RMA), federal legislation intended to protect marriages of same-sex and interracial couples under federal law. The RMA subsequently passed both congressional chambers and awaits the president's signature.



The [LGBT Health and Human Services Network](#) (The Network) presented at Governor Hochul's inaugural LGBTQIA+ Convening in Albany, NY. This event brought together policymakers and other government officials from across state agencies to hear directly from advocates about some of the most pressing issues in our community.

The Network also hosted an inaugural LGBTQ Immigrant, Asylum-seeker, and Refugee Health Summit, bringing together Network members from across the state to build a joint analysis of the main problems affecting an extensive array of immigrant, refugee, and asylum-seeker communities.



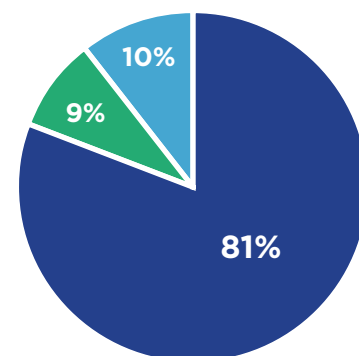
Our volunteer group, known as the [RiseOut Action Team](#), jumped into high gear for the midterm elections. Together, we helped to pass three proposals from NYC's Racial Justice Commission, conducted text banking actions that reached over 200,000 New Yorkers with registration and voting info, mailed 500 handwritten postcards to raise awareness of issues at stake in this election, and joined forces with partner organizations in talking to voters face-to-face about the importance of voting in the midterm elections.

## Statement of Financial Position (Audited)

	2022	2021
<b>Assets</b>		
Cash and Cash Equivalents	\$5,302,352	\$7,456,847
Investments	5,715,447	5,414,533
Government Grants Receivable, net	2,740,799	2,667,560
Contributions Receivable, net	2,114,969	2,045,936
Other Receivables	121,468	197,189
Prepaid Expenses & Other Assets	581,133	563,245
Amounts Held for Other Agencies	10,058	9,617
Property & Equipment, net	14,505,863	15,286,278
Beneficial Interest in Charitable Remainder Trust	1,200,889	1,153,727
<b>Total Assets</b>	<b>\$32,292,978</b>	<b>\$34,794,932</b>
<b>Liabilities and Net Assets</b>		
Accounts Payable and Accrued Expenses	\$1,214,339	\$1,224,767
Deferred Revenue	239,384	285,128
Amounts Held for Other Agencies	10,058	9,617
Mortgage Payable	1,706,630	1,789,201
Paycheck Protection Program (PPP) Loan	-	1,596,969
<b>Total Liabilities</b>	<b>\$3,170,411</b>	<b>\$4,905,682</b>
<b>Net Assets</b>		
Without Donor Restriction	\$25,409,033	\$25,689,600
With Donor Restriction	3,713,534	4,199,650
<b>Total Net Asset</b>	<b>\$29,122,567</b>	<b>\$29,889,250</b>
<b>Total Liabilities &amp; Net Assets</b>	<b>\$32,292,978</b>	<b>\$34,794,932</b>

## Statement of Activities & Changes in Net Assets (Audited)

<b>Revenue</b>		
Government Grants	\$5,646,690	\$4,810,827
Contributions	3,196,741	4,107,065
Special Events, net	2,499,264	1,588,411
Earned Income	1,465,002	1,599,675
Legacies & Bequests	328,491	397,460
Donated Services	70,653	724,460
Other Revenue	52,858	132,722
<b>Total Revenue</b>	<b>\$13,259,699</b>	<b>\$13,360,620</b>
<b>Non-operating Activities</b>		
PPP Loan Forgiveness	\$1,596,969	\$1,596,969
Other Income (One Time Unrestricted Gift)	-	3,653,552
<b>Total Non-operating Activities</b>	<b>\$1,596,969</b>	<b>\$5,250,521</b>
<b>Expenses</b>		
Program Services	\$12,646,365	\$9,956,484
Supporting Services		
Management & General	1,367,576	1,131,881
Fundraising	1,609,410	2,225,694
<b>Total Expenses</b>	<b>\$15,623,351</b>	<b>\$13,314,059</b>
<b>Net Assets</b>		
Beginning of Year	\$29,889,250	\$24,592,168
Change in Net Assets	(766,683)	5,297,082
<b>End of Year</b>	<b>\$29,122,567</b>	<b>\$29,889,250</b>



**Program services**  
12,646,365 81%

**Management and general**  
1,367,576 9%

**Fundraising**  
1,609,410 10%

**Total**  
15,623,351 100%



## Major Donors

The Center gratefully acknowledges the generosity of our Leadership Society members, a dedicated group of philanthropists whose investment through gifts of \$1,500 or more provide the foundation for our vital programs and services. Please visit [gaycenter.org/leaders](https://gaycenter.org/leaders) to learn more.

## Powsner Cooperberg Legacy Society (PCLS)

The Center gratefully recognizes our PCLS members whose inclusion of The Center in their estate plans ensures The Center's long-term future. Please visit [gaycenter.org/legacy](https://gaycenter.org/legacy) for the current roster of Legacy Society members.

We also extend our gratitude to the following estates, which actualized their beneficiary gifts to The Center this fiscal year.

Estate of Don Merton Braswell  
Estate of Joseph H. Nicholson  
Estate of Amora M. Ollivierre

Estate of Richard Porta  
Estate of Barbara Rothman  
Estate of Douglas Zellner

## Corporate Supporters

We are grateful to the corporations and organizations that support The Center's mission and services. Please visit [gaycenter.org/corporate-partnerships](https://gaycenter.org/corporate-partnerships) for the current list of our Annual Corporate Partners.

## Foundation Supporters

We are proud to recognize the following foundations that supported The Center's diverse range of programs and services with grants of \$5,000 or above.

The Andrew W. Mellon Foundation  
The DCLM Fund  
Bank of America Charitable Foundation  
Blackstone Charitable Foundation  
Booth Ferris Foundation  
Broadway Care/Equity Fights AIDS  
Calamus Foundation  
Charles Hayden Foundation  
Cowles Charitable Trust  
Dustin J & Daniel Friedland Foundation  
Frances L. & Edwin L. Cummings Memorial Fund  
Google  
Harry Bartel Scholarship Fund  
Herman Liebmann Foundation  
Hill-Snowdon Foundation  
Hittman Family Foundation

Imperial Court of New York  
JP Morgan Chase & Co.  
Kaplan Kirsch and Rockwell Community Fund  
Keith Haring Foundation  
Kirkland & Ellis LLP  
Lower Manhattan Cultural Council  
M-A-C AIDS Fund  
MAXIMUS Foundation  
Redlich Horwitz Foundation  
The Rocking Moon Foundation  
Rutgers Presbyterian Church  
S&P Global  
Starbucks Foundation  
Stonewall Community Foundation  
Venable Foundation

The Center's Board of Directors is responsible for oversight of the organization's operations and guiding The Center's long-term vision and planning. The Board also focuses on the continued financial stability of the organization and participates significantly in fundraising efforts.

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