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 4th 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
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.
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.

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
Keeping LGBT Centers Strong

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 21st 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

### Revenue

<table>
<thead>
<tr>
<th>Source</th>
<th>2010 Unrestricted</th>
<th>Temporarily Restricted</th>
<th>2009 Unrestricted</th>
<th>Temporarily Restricted</th>
</tr>
</thead>
<tbody>
<tr>
<td>Grants</td>
<td>$171,682</td>
<td>$50,000</td>
<td>$221,682</td>
<td>$153,127</td>
</tr>
<tr>
<td>Membership Dues</td>
<td>$32,965</td>
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<td>$32,965</td>
<td>$30,150</td>
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<tr>
<td>In-kind</td>
<td>$21,045</td>
<td>-</td>
<td>$21,045</td>
<td>$16,289</td>
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<tr>
<td>Contributions</td>
<td>$73,377</td>
<td>-</td>
<td>$73,377</td>
<td>$75,678</td>
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<tr>
<td>Conference Income</td>
<td>$9,383</td>
<td>-</td>
<td>$9,383</td>
<td>$8,304</td>
</tr>
<tr>
<td>Interest Income</td>
<td>$350</td>
<td>-</td>
<td>$350</td>
<td>$646</td>
</tr>
<tr>
<td>Net Assets released from purpose &amp; time restriction</td>
<td>$70,103</td>
<td>($70,103)</td>
<td>-</td>
<td>$59,583 ($59,583)</td>
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<tr>
<td><strong>Total Revenue</strong></td>
<td>$378,905 ($20,103)</td>
<td>$358,802</td>
<td>$343,777</td>
<td>$10,520 $354,297</td>
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### Expenses

<table>
<thead>
<tr>
<th>Source</th>
<th>2010</th>
<th>2009</th>
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<tbody>
<tr>
<td>Program Services</td>
<td>$317,136</td>
<td>$324,056</td>
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<tr>
<td>General &amp; Administrative</td>
<td>$9,313</td>
<td>$13,214</td>
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<tr>
<td>Fundraising Services</td>
<td>$12,686</td>
<td>$8,981</td>
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<td><strong>Total Expenses</strong></td>
<td>$339,135</td>
<td>$346,251</td>
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### Change in Net Assets

<table>
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<tr>
<th>2010</th>
<th>2009</th>
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</thead>
<tbody>
<tr>
<td>$39,770 $(20,103)</td>
<td>$(2,474)</td>
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</tbody>
</table>

### Net Assets, Beginning of Year

<table>
<thead>
<tr>
<th>2010</th>
<th>2009</th>
</tr>
</thead>
<tbody>
<tr>
<td>$77,478</td>
<td>$79,952</td>
</tr>
</tbody>
</table>

### Net Assets, End of Year

<table>
<thead>
<tr>
<th>2010</th>
<th>2009</th>
</tr>
</thead>
<tbody>
<tr>
<td>$117,248</td>
<td>$77,478</td>
</tr>
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</table>
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,

2010 CenterLink Supporters

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

Keeping LGBT Centers Strong
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

P.O. Box 24490
Fort Lauderdale, FL 33307-4490

954-765-6024 ph
954-765-6593 fax

www.lgbtcenters.org