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.

Welcome From Centerlink

Dear CenterLink Friends and Supporters,

We are proud to present CenterLink’s 2011 Annual Report. As you will see, it was a year filled with celebrations, successes, hard work and continuing challenges. Community centers, as a movement, saw some spectacular gains and political advances. Community centers also saw severe budget cuts, bureaucratic roadblocks, and unfortunate cut-backs. Through it all, CenterLink was there to provide support and assistance.

In 2011, CenterLink saw its highest assistance numbers to date: we provided on-site and virtual assistance in response to 692 center requests. Our staff grew and we centralized operations in Ft. Lauderdale, FL. US Congresswoman Tammy Baldwin (D-Wisconsin) addressed our 5th Annual Leadership Summit. We gained new partners, administered new grants, saw new centers open, helped established centers to grow, and worked with national advocacy organizations to push social and political reform. Our membership remained strong as we welcomed new members and maintained existing relationships with over 125 centers both domestic and international.

With so much happening, it’s important not to lose sight of the basics. What is a ‘center’?

Center - cen·ter/ˈsen(t)ər/
Noun: The middle point of a circle or sphere, equidistant from every point on the circumference or surface.
Verb: Have (something) as a major concern or theme: “the plot centers on two young men”.
Synonyms: noun. centre - middle - focus - heart - nucleus - core
verb. centre - concentrate – centralize

LGBT community centers are at the core of every community which they serve. To borrow some synonyms, they are the heart, the hub, the very nucleus of our LGBT society. They touch all lives – LGBT lives, as well as the lives of their friends and families. Community centers are there to provide support to those who need support, to provide a ‘place’ for those who have no other place, and to provide a heart for those who need love and care.

Our work is important. Important because it provides support…. Important because it creates strong leaders who help create strong, sustainable communities…. Important because it saves lives…..

Great LGBT communities begin with great LGBT community centers.

Your support makes our work possible – and our work is to support LGBT community centers and their leaders. Your continued backing insures that LGBT communities and community centers remain strong and great.

We look forward to working with you throughout this next year as the Community Center movement pushes forward and provides that heart for great LGBT communities.

Lorraine Langlois
Co-Chair

David Kilmnick
Co-Chair

Terry Stone
Executive Director

Because Great LGBT Communities Begin with Great LGBT Community Centers
CenterLink/Hill-Tran Foundation  
Community Center Art Donation Program

CenterLink is proud to have partnered with the Clinton Hill-Allen Tran Foundation to bring Hill’s artwork to LGBT community centers.

CenterLink presented community centers across the United States and Canada the opportunity to obtain a piece of Clinton Hill’s artwork, along with an information plate and a donation towards framing. As a result of this collaboration, Hill’s work now adorns the walls of LGBT centers across North America.

Clinton Hill (1922-2003) was an American artist (www.clintonhillartist.com) whose innovative constructions in canvas, wood and paper led to a broader appreciation of handmade paper and inter media in the 1950s to 2003.

Clinton Hill served in the U.S. Navy during World War II as commander of a minesweeper in the South Pacific. While in the service, he met his lifelong partner, fellow artist, Allen Tran (1924-2003). They made a vibrant life together for fifty years until their deaths in 2003.

Hill and Tran were early pioneers of New York’s SOHO art district. Today, Clinton Hill’s work resides in major public museums across America. The Clinton Hill/Allen Tran Foundation, established from their estates, exists to fund exhibitions, curatorial research and most of all to share the enjoyment of Clinton’s work with a wide audience.

“We were so glad to learn of the existence and programs of CenterLink. Clinton Hill and Allen Tran were such positive and fun-loving people with a big circle of friends. To those of us fortunate to know them, they showed us how love can express itself in life and in art. We just knew that the clients of CenterLink would enjoy Clinton Hill’s work and that he would have approved of this program of donations. We remember him with a smile and with gratitude for his artistic spirit so evident in his work.
Sharing a bit of Clinton and Allen with all of you has been a distinct pleasure.”

Susan C. Larsen, Ph.D.,
Consulting Curator
Clinton Hill/Allen Tran Foundation
About CenterLink

Building Stronger Centers
By Building Stronger Center Leaders

Live Technical Assistance

CenterLink offers technical assistance to LGBT community centers in various ways. Whether by phone, e-mail, video, webinar or traveling to conduct live on-site trainings, CenterLink provides the resources that makes center leaders succeed.

In 2011, CenterLink was on the road visiting twenty-five LGBT Community Centers across the country to facilitate Board Retreats, or assist with Strategic Planning sessions, program planning, cultural competency training and more.

How we help...

- During tough economic times, assisting organizations with the development of the tools they need for financial reports and plans.
- Consulting with center leaders on developing mission statements relevant to the ongoing work that their organizations do.
- Working with Boards and Executive Directors to understand their roles and responsibilities to insure that their organizations function effectively and efficiently.

These are just some of the ways that CenterLink continues to make LGBT Centers and their leaders stronger.

Here’s What Our Members Are Saying

*We greatly appreciate your sacrifice of a weekend to help us become a stronger Center for our state..... Our experience with CenterLink has warmed my heart so much. Please know that the next time I get around to making donations to LGBT orgs, I’m going to place CenterLink on my list..... I know that other states need even more help than South Carolina and I would like to help those orgs and the bigger ones, supporting what you did for us.*

Ryan Wilson
President
Harriet Hancock Center Foundation

*I have been to countless board retreats, and yours was head over heels, the BEST! Thank you from the bottom of my heart for all that you do - your work with us has made such a difference! I’ll be in touch soon, as I happily delve through all of the resources on the CenterLink site!*

Marian Edmonds
Executive Director
Ogden OUTreach Resource Center

Because Great LGBT Communities Begin with Great LGBT Community Centers
2011 was a successful year for CenterLink. We saw 109 centers become members and welcomed centers from across the United States, Canada, Mexico and China. 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:

- Increased our staff count to three employees increasing operational capacity and improving logistical ability. All of our employees are now located in Fort Lauderdale, FL,
- Hosted the 5th Annual Leadership Summit in Milwaukee, WI. Over 80 individuals attended. The Summit was a tremendous success, with topics that included “Leadership in a Changing World”, “Power, Politics and Conversations”, “The Board’s Leadership in Accountability” and “Managing Financial Resources in the ‘New Normal’”.
- In cooperation with the Hill/Tran Foundation, presented an art offering to all LGBT Community Centers registered with CenterLink, providing one-of-a-kind pieces of art for display in their centers,
- Facilitated in-person board and staff training at twenty-five Centers around the U.S., assisting in board development, fundraising training, strategic planning and financial management— an increase of over 47% from 2010,
- Provided one-on-one coaching and resources in response to 692 community center requests (a 23% increase over 2010) through phone sessions and internet interactions, including such areas as financial management, strategic planning, 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,
- Continued our partnerships with The Movement Advancement Project, Community Marketing, GLSEN, The National Gay & Lesbian Task Force, The National Coalition for LGBT Health, Prudential Insurance Company of America and Unemployment Services Trust,
- Continued our monthly series of newsletters for subscribers, including Center Links: News from LGBT Centers Everywhere, and Resource Link: A Members Only Exclusive Resource Guide,
- At the 2011 Creating Change Conference, provided a full day of training on fundraising, from making personal asks to nonprofit entrepreneurship,
- Continued to partner with the Johnson Family Foundation on the third year of its mental health initiative that awards grants that will increase the variety and quality of mental health services provided by LGBT community centers and strengthen the overall organizational capacity of these institutions during a critical phase in their development. Grants were awarded to the Long Island GLBT Community Center and Pacific Center for Human Growth (Berkeley, CA) in 2009, to Milwaukee LGBT Community Center and SunServe (Fort Lauderdale, FL) in 2010, and to The Pride Center of the Capital Region (Albany, NY), and The LGBT Community Center of the Desert (Palm Springs, CA) in 2011,
- Worked closely on national legislative coalitions to mobilize LGBT community centers to work for employment non-discrimination, student non-discrimination, safe schools legislation, and other federal policy issues relevant to community centers and their constituents,
- Collaborated with OUT IN THE SILENCE: A Campaign for Justice & Equality to distribute free DVDs to CenterLink member centers with a focus on helping groups raise awareness of local issues and concerns, reach new audiences, and bring new people to the table,
- Continued our webinar training series offering 11 webinars throughout 2011 averaging 10 attendees per training,
- Held the 3rd Annual Center Awareness Day with participating centers across the country. All member centers received an official letter from President Obama commemorating the day.
### Statement of Activities & Changes in Net Assets

#### Revenue

<table>
<thead>
<tr>
<th>Source of Revenue</th>
<th>2011</th>
<th></th>
<th>2010</th>
<th></th>
<th></th>
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</thead>
<tbody>
<tr>
<td>Grants</td>
<td>$166,974</td>
<td>-</td>
<td>$166,974</td>
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<tr>
<td>Membership Dues</td>
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<tr>
<td>In-kind</td>
<td>$6,470</td>
<td>-</td>
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<tr>
<td>Contributions</td>
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<tr>
<td>Conference Income</td>
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<tr>
<td>Interest Income</td>
<td>$674</td>
<td>-</td>
<td>$674</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>$50,000</td>
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<td>Total Revenue</td>
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<td>($50,000)</td>
<td>$356,160</td>
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#### Expenses

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<td>Program Services</td>
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<tr>
<td>General &amp; Administrative</td>
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<td>Fundraising Services</td>
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<td>Total Expenses</td>
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#### Change in Net Assets

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<th></th>
<th>2011</th>
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<th>2010</th>
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<tr>
<td>($5,396)</td>
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<td>($55,396)</td>
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<td>$39,770</td>
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</table>

#### Sources of Revenue

- **Grants**: 46.88%
- **Membership dues**: 10.43%
- **In-kind**: 10.43%
- **Contributions**: 38.36%
- **Conference Income**: 2.32%
- **Interest Income**: 0.19%

#### Net Assets

<table>
<thead>
<tr>
<th>Category</th>
<th>2011</th>
<th></th>
<th>2010</th>
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<tbody>
<tr>
<td>Net Assets, Beginning of Year</td>
<td>$117,248</td>
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<td>$167,248</td>
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<tr>
<td>Net Assets, End of Year</td>
<td>$111,852</td>
<td>-</td>
<td>$111,852</td>
<td></td>
<td></td>
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</tbody>
</table>
**2011 CenterLink Supporters**

**Donors**
Anonymous  
Alan T Acosta  
Henry Alexander  
Alex Amavisa  
Melissa Baker  
Karen Ball  
Gloria Banta  
Alisa Barkdole  
Christopher Bellamy  
Ilene D Berliner  
Barbara Bertrand  
Whitley A Bowen, Jr  
Luann Boylan  
Jennifer Breakspeare  
Daniel Brown  
Tad Brown  
Pamela Cacaruan  
Maggi Cage  
Kendall Clawson  
Andrew Cotterman  
Darrel Cummings  
William Dashields  
Bradley W Davies  
Kacy T Davis  
Cassandra D Dorman  
Amanda L Engwall  
Jessica Estrada  
Susan Feniger  
Telisha Fields  
Michael Fouquett  
Michele Gaines  
Dolph Ward Goldenburg  
Joseph Goldenburg  
Verinika Gorchkova  
Susan Gore  
Annie Goto  
Susan L Greenberg  
Susan Haertel  
Timothy G Harlon  
Mark Harrison  
Julie Hernandez  
Alvin Hill  
Deborah Holland  
Mike Holtzman  
Paul Hyman  
 Lorri L Jean  
Michael Kaplan  
Kathy Ketchum  
Jim Key  
David Kilmnick  
Lori J Krayer  
Connie Kuhl  
Julia Landis  
Lorraine Langlois  
Jessica Lightcap  
Ssg Marilyn I Long  
Jennifer Macaya  
Sonia Marin  
Margaret Maull  
Craig Maynard  
Tobi McCauley  
Dale McKinzie  
Tim McNeal  
Jude Medeiros  
Paul Moore  
James Morgan  
Amber Morton  
Amanda Napier  
Anthony Nazzal  
Paula Newman  
Dan Nguyen  
Candice Nichols  
Quentin O’Brien  
Jayzen Patria  
Richard Pederson  
Bruce Presley  
Aaron Reed  
Johnathan A Reger  
Allison R Reusch-Sinclair  
Daniel H Renberg  
Caitlin F Rivera  
Cynthia Robertson  
Michael Robertson  
Jose Robles  
Samantha Romans  
Heather Rudman  
Marcus Sanders  
Yolanda Santiago  
Jeremy Schrimpf  
William H Shaw  
Eric M Shore  
Mary L Slate  
Donald Snider  
Jay Squires  
Denise Spivak  
Jeffrey Staugler  
Terry Stone  
Gabriel Taroma  
Ashley Taylor  
Maksim Tsiotiskiy  
Hayden Velasquez  
Barton Verry  
George R Walker  
Tosha Walker  
Pamela Wellner  
Craig Wiley

**Individual Members**

Jackie Adelmann  
David Bailey  
Laura Bingham  
Douglas Bridges  
Kristeena Dewberry  
Becky Haviland  
David Strasser  
Homer Don Trible  
Patricia Tustin

**Organizations**

Affirmations  
The David Bohnett Foundation  
GLCC of Southern Nevada  
Hudson Pride Connections Center  
Human & Civil Rights Organizations  
Johnson Family Foundation  
Kalamazoo Gay & Lesbian Resource Centers  
LA Gay & Lesbian Center  
Metro Wellness & Community Centers  
Milwaukee LGBT Community Center  
Missionfish  
SAGE  
Small Change Fund  
The H van Ameringen Foundation

**Sponsors**

AirTran  
Alterra Coffee Roasters  
Barefoot Wine  
The David Bohnett Foundation  
Bruegger’s Bagels  
Green Mountain Coffee  
Lotus Blossom Consulting  
The Pfister Hotel  
Prudential Insurance Company of America  
Tides Foundation/Joe McCormack  
Unemployment Services Trust  
ZippyDogs.com

**LOOKING AHEAD TO 2012**

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

- Conduct the first CenterLink Executive Director Boot Camp for center directors with 1-3 years of experience,
- Continue to host the Creating Change Institute for LGBT Centers,
- Host the Leadership Summit to be held in September 2012 in Richmond, VA,
- Ongoing technical assistance and coaching through phone and online conversations,
- Facilitate community center board/staff retreats and in person trainings,
- Collaborate with the Movement Advancement Project to produce the third biannual community center survey,
- Continue to develop new technical assistance tools, and create an easily accessible 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.

Because Great LGBT Communities Begin with Great LGBT Community Centers
CenterLink Board of Directors

Lorri Jean—Co-Chair
L.A. Gay & Lesbian Center

David Kilmnick—Co-Chair
Long Island GLBT Community Center

Maggie Cage—Treasurer
Milwaukee LGBT Community Center

Paul Hyman—Secretary
Pride Center at Equality Park

Jennifer Breakspear
QMUNITY

Antonio David Garcia
Kalamazoo Gay Lesbian Resource Center

Lorraine Langlois
Metro Wellness & Community Centers

Valerie Larabee
Utah Pride 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

Craig Wiley
Gay, Lesbian, Bisexual, & Transgender Community
Center of Baltimore

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

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954-765-6593 fax

www.lgbtcenters.org