

Year In Review  
A Report on Our Progress  
2008-2009

**GLCC**  
OF SOUTH FLORIDA



Connect With  
Your Community

Gay and Lesbian Community Center  
Of South Florida

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## MISSION

We provide a welcoming, safe space—an inclusive home that celebrates, nurtures and empowers the LGBTQ! communities, and our friends and neighbors, in South Florida.

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## VISION

To be the Premier Point of Connection for our community.

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## VALUES

Awareness	Diversity
Education	Pride
Celebration	Individuality
Collaboration	Advocacy
Wellness	Responsibility

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## 2008-2009

### PLANNING PRIORITIES

- 1 Increase diversity and unity relative to staff, board, membership and the greater community
- 2 Communicate to enhance awareness of Mission, Vision and Values and Advocate to Enhance the Organization's Public Standing
- 3 Ensure financial stability, Integrity, Operating Efficiency and Adequate Resources
- 4 Achieve enhanced levels of community engagement and satisfaction with programs and services
- 5 Enrich gay culture in the community

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## GLCC BOARD OF DIRECTORS 2009

Dale Russell, *President*  
Ilene Berliner, *Vice President*  
Nicole M. Mannarino, CPA, *Treasurer*  
Rev. Leslie Tipton, *Secretary*

Ted Adcock  
Darcy J. Beeman, AAMS, CFP  
George Kling  
Richard Stoll, Esq.

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## OUTGOING MEMBERS, BOARD OF DIRECTORS 2008

Jerry Algozer (*former President*)  
Howard Elfman  
Rick Gibson (*former Vice President*)  
Tyler Healis  
Ron Ryan (*former President; former Secretary*)

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## GLCC STAFF

Paul Hyman, *Executive Director*  
Robert Boo, *Director of Development*  
Kristofer Fegenbush, *PALS Project Manager*  
Jorge Gardela, *Health and Community Services Manager*  
Linda Jain, *Customer Service Manager*  
Janet Vargas, *Business Manager*  
Tony White, *Projects Manager*  
Daniel Dardenne, *Peer Educator*  
Sandra Garcia, *Peer Educator*  
Jeff Grigsby, *LIFE Coordinator*  
"Blue" Mannix, *Peer Educator*  
Magno Morales, *CHOICES Coordinator*  
Andres Santofimio, *Peer Educator*  
David Yalen, *Development Assistant*  
Clifton Squires, *Maintenance Technician*

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## COMMITTEES

Building Project Advisory Team  
Capital Campaign Committee  
Development Committee

- Founders Sub-Committee
- Special Events Sub-Committee

Finance Committee  
Governance Committee  
Grounds And Yard (G.A.Y.) Team  
HIV Counseling and Testing Volunteer Team  
Lavender Events for Women  
PALS Project Volunteer Facilitator Team  
Programs Committee  
Senior Advisory Council  
Youth Services Planning Committee

- in collaboration with SunServe

# LETTER FROM THE PRESIDENT & EXECUTIVE DIRECTOR

Dear Supporters:

## INTRODUCING EQUALITY PARK

In 2008, the GLCC purchased nearly six acres of property with approximately 30,000 square feet of office space in the heart of Wilton Manors. The waterfront property is located at 2040 North Dixie Highway, about four blocks from Wilton Drive and will be known as *Equality Park*.

As a cornerstone in the advancement of LGBTQI communities locally and beyond, *Equality Park* will provide a home for individuals, programs and services, as well as synergy among organizations. *Equality Park*—a shared community destination and meeting place, further establishes the GLCC as a leader in LGBTQI unity, inclusiveness and pride.

Once occupied in Fall 2009, the new Center will increase meeting room capacity, expand cyber center and HIV Testing, upgrade volunteer and staff work areas, and contain office space for other community groups. The rear building is leased to non-profit tenants who serve and support the LGBTQI community, providing essential revenue that covers the monthly mortgage payment to our prestigious lending partner Northern Trust. Down the road, we will beautify the grounds and create environments to support art, theater, education, wellness, and enjoyable places to socialize, including a waterfront venue.

*Equality Park* was purchased in June, 2008 for \$4.75 million. We placed a 30% down payment in cash of \$1.425 million, which came from the sale of the Andrews Avenue GLCC property. In early 2009, we paid an additional \$450,000 to Northern Trust to reduce the loan principal, resulting in our having a 40% equity position on the new property. The sale of the Andrews Avenue GLCC also resulted in our owning the vacant land across the street, which is currently listed for sale. We look forward to the revenue this will generate.

Our Capital Campaign kick-off will occur during the last quarter of 2009. We are very excited about this effort and its objective to raise funds to fully pay off the mortgage principal, resulting in being debt-free for generations to come.

## INTRODUCING THE PRIDE CENTER AT EQUALITY PARK

During the last few years, we have heard from many members of our community who have urged us to change our agency's name to reflect full inclusiveness. After a thorough, year-long analysis of data collected from community members and branding experts, a unanimous decision was made to rename the GLCC---The Pride Center at Equality Park. With tremendous respect and gratitude for previous GLCC leaders and supporters, we affirm our commitment to LGBTQI pride by embracing our new name—The Pride Center at Equality Park.

Lesbian, Gay, Bisexual, Transgender, Questioning, Queer and Intersex individuals, of all races and ethnicities are included; established generations of out and proud pioneers are included; younger generations who experience hard-fought benefits of shedding labels are included; and individuals, including those of ALL sexual orientations and gender identities, who support and seek fairness, openness and unity, ARE INCLUDED!

Please join us in celebrating our accomplishments, and in mobilizing towards a bright future. We are grateful for the opportunity to lead the way.

With Pride,

Dale Russell, Board President  
Paul Hyman, Executive Director



Dale Russell  
Board President



Paul Hyman  
Executive Director



# PROGRAMS

Increasing demand for programs and services to support the diverse LGBTQI community of Greater Fort Lauderdale and Broward County, has grown from a safe, gathering place-- to an array of structured and professionally run programs. As needs are identified, the GLCC adds to its program mix. Sufficient funding is critical to planning, implementing, evaluating and sustaining programs and services.

## Current Program and Services include:

### HIV TESTING

Partially funded by the State of Florida Department of Health, the GLCC's HIV Counseling, Testing and Referral (CTR) Program remains one of the most effective confidential, rapid-testing programs in Broward County. By encouraging our community to seek testing, providing timely results and offering thoughtful, compassionate counseling, this program serves an important role in the overall strategy to fight HIV/AIDS in our community.



- In 2008, the GLCC performed 2,891 HIV antibody rapid tests. This represents a 65% increase in tests from 1,757 in 2007. In 2008, nearly 3% (61 persons) tested positive for HIV infection. Currently, more than 300 tests are administered on average each month.
- The GLCC provides individuals who test positive with counseling and support, promptly linking them with care and treatment services. Trained Peer Educators highlight safer sex behaviors and skills building in an effort to assist with curbing the growing rates of HIV infection in our community.
- Findings from the 2008 Florida Health Department client satisfaction survey highlight that GLCC clients express high levels of service satisfaction.
- Due to our outstanding testing program, The State of Florida-Department of Health extended our contract to provide expanded HIV testing to minority clients.
- Nearly 40% of testing clients come from racial and ethnic minority communities.
- We are grateful to our Peer Educators—both staff and volunteer—who make GLCC's testing program one of the best in the state.

### LAVENDER EVENTS FOR WOMEN

Funded in part by the Aqua Foundation for Women and the Community Foundation of Broward, Lavender Events for Women enriches the lives of those who identify as women through education, community involvement, health awareness and social networking.

- Lavender Events sponsored many events in 2008, including: Financial Forum; Family Forum; Art Showcase; Holiday Toy Drive; Lavender Speaks, a monthly open mic/spoken word forum; and an "I Am What I Am" Dance attended by over 175 LBT women.
- The group also launched their signature event—Stella's Ball, a costume ball to raise awareness and funds for breast cancer prevention and intervention. Over 200 women attended and raised \$1,000 for the Memorial Regional Hospital Breast Cancer Center.
- New initiatives for 2009 include: a Community Health Fair; a quarterly Sunday Brunch for education and social networking; a Back-to-School backpack and supplies drive; and a Sports Fair.

# PROGRAMS

## PALS PROJECT

Funded by the State of Florida Department of Health, the PALS Project (Positive Action for Living Safely) assists HIV+ men with practical social support, accurate HIV information and effective tools to lead safer, richer lives. The program conducts individual and group level interventions, teaching skills both for healthy living and for reducing the spread of the virus to non-infected individuals.



- The PALS Project offers two well-known workshops in both English and Spanish: the five-week CHOICES program (Choosing Healthy Options Improving Communication Effectiveness) and the 18-week L.I.F.E. program (Learning Immune Function Enhancement).
- During the CHOICES program, men meet in small groups to discuss how to build healthy relationships, negotiate safer sex, lower stress and disclose HIV-status to family, friends and sex partners.
- The L.I.F.E. Program® provides practical step-by-step guidance to help participants create and implement personal health plans for long-term thriving with HIV.
- Both programs received national acknowledgment over the last year, with PALS staff coauthoring two presentations at the National HIV Prevention Conference and the national institute for the CHOICES intervention.
- In 2008, the GLCC provided eight cycles of the five-week CHOICES program and two cycles of the 18-week LIFE Program. In 2009, PALS has grown the L.I.F.E. Program by more than 33%, increasing participation from at least 30 participants-per-cycle to 40 participants-per-cycle.
- The GLCC provides both the largest L.I.F.E. Program and the first bilingual version of the program in the world. In 2008, the GLCC secured funding from the Florida Department of Health, Bureau of HIV/AIDS for this popular HIV prevention program for at least the next three years.
- To date more than 200 clients have benefitted from the GLCC's PALS Project.



## SENIORS

In 2008, GLCC expanded services and programs to LGBTQI seniors, by creating its Senior Advisory Council. With partial funding from the Community Foundation of Broward, and in collaboration with the Broward County Elderly and Veterans Services Division, programs have assisted more than 150 clients to date and include:

- “Name that Tune” and “Coffee and Conversation” events presented by the “Not-So-Serious-Seniors.”
- Fitness and wellness programs include:
  - Living Healthy (Chronic Disease Self-Management Program) is a six-week program which meets weekly and helps elders take more control of their own health through lifestyle and behavior changes. It was designed and researched by Stanford University.
  - Enhance Fitness focuses on physical activity and is designed to help older adults at all levels of fitness to become more active, energized, and empowered to live independent lives. The program was developed and tested by the University of Washington and is



# PROGRAMS

## SENIORS (CONTINUED)

designed to be socially stimulating while focusing on areas of recognized importance for mature participants: stretching, low-impact aerobics, strength training and balance. Over 99 percent of participants say they would recommend Enhance Fitness to a friend. The Program has proved to increase strength and flexibility, improve balance, boost activity levels and elevate mood.

- Meeting space for community groups including, SAGE (Senior Action in a Gay Environment) and Primetimers activities

## DOMESTIC VIOLENCE

The GLCC operates a United Way of Broward County funded Domestic Violence Hotline – (954) 226-2279—and hosts the interagency Gay Domestic Violence Coalition.

- Domestic and intimate partner violence occurs in same-gender relationships with similar frequency and severity as in different-gender relationships, with insufficient options for prevention and intervention.
- Domestic and intimate partner violence in the LGBTQI community requires culturally competent information and support.
- One objective of this program is to take this problem “out of the closet” and to put it on the “front burner,” increasing knowledge and information through outreach.
- In 2008, the GLCC’s work in Domestic Violence served over 831 people. In addition to conducting internet outreach, which overcomes transportation and access barriers, the hotline provides the community with ready access to information and referral services, for this growing and often misunderstood problem.



## TRANSGENDER EQUALITY RIGHTS INITIATIVE (TERI)

The GLCC supports TERI with marketing support and meeting space, as well as fiscal guidance. TERI provides a forum to increase knowledge affecting the transgender community and to engage in community mobilization initiatives.

- TERI spearheaded efforts to successfully amend Broward County’s Human Rights Ordinance to include protections for gender identity and gender expression.
- The group also collaborated on the public response to the murder of Simmie Williams, Jr., organizing a vigil, press conference and town hall to focus on hate crimes.

## YOUTH

YEPSA (Youth Education and Prevention of Substance Abuse) engages youth who indulge in substance abuse. The program helps young people identify alternatives to risky behaviors and links them to appropriate addiction service providers.

- YEPSA has significantly increased both awareness and education through internet outreach, substance abuse prevention and HIV testing and counseling.



# PROGRAMS

- This is an extremely effective program for at-risk youth, including sex workers, dancers, escorts and adult film stars. YEPSA combats increased substance abuse and sexually transmitted diseases in Broward County, reaching over 821 LGBTQI youths in 2008.

YOUTH SERVICES PLANNING COMMITTEE is planning a November 2009 symposium event entitled 'Trapped in the Margins: Challenges of Meeting the Needs of Broward County's Lesbian, Gay, Bisexual and Transgender Youth—Beginning the Dialogue, Moving to Action'. The symposium presents an opportunity to hear the hard facts about the current status of LGBTQI youth in Broward County and learn about cutting edge responses being taken by other communities around the country. Our hope is to launch an effort to address the needs of our youth and develop a comprehensive program to help them grow and develop as healthy human beings.

## SAFETYNET

Funded by The Community Foundation of Broward, the GLCC's SafetyNET crime prevention and civic empowerment program strives to develop a network of citizens working together to solve problems and strengthen their communities.



- Increases in violent, property and hate crimes in our area introduce opportunities for the GLCC to assist with education, increased awareness and coordination with local law enforcement agencies.
- SafetyNET activities include convening citizens in targeted neighborhoods to learn ways to protect themselves; addressing local crime statistics and prevention; and reviewing neighborhood safety and civil liberties.
- SafetyNET reached over 2,042 people in 2008.

## TOBACCO CONTROL INITIATIVE

In 2008, the GLCC worked with the Florida Tobacco Priority Population Workgroup of the National Tobacco Control Network to develop a strategic plan to address tobacco related disparities within the LGBTQI community.

- LGBTQI communities smoke at rates 40% to almost 200% higher than the general population.
- LGBTQI people have been specifically targeted by Tobacco Industry marketing and promotion activities.
- Existing interventions to counter tobacco use are not always culturally tailored for the LGBTQI communities.
- The National Tobacco Control Network works to support the many local tobacco control advocates in helping to eliminate tobacco health disparities for all LGBTQI peoples.
- The GLCC works with: the National Tobacco Control Network to share insight from LGBTQI tobacco control leaders across the country, and with The Memorial Cancer Institute to address lung cancer/smoking cessation for adults and adolescents.

# PROGRAMS

## LATINOS

GALANES (GAY LATino No Estas Solo—gay Latino you are not alone) aims to increase awareness and offer compassionate resources addressing multiple issues including: HIV, sexuality, immigration, substance abuse and domestic violence.



- Focusing on the gay Latino community, GALANES provided direct internet and personal services to 9,063 Latinos in 2008.
- Additional outreach occurred through strengthening referral collaborations with complementary agencies that serve the LGBTQI population or provide services for the Latino Community.

## CYBER/INTERNET/PHONE OUTREACH PROGRAMS

These Social Networking Strategies enable the GLCC to provide HIV, substance abuse, domestic violence and STD information to high risk individuals when they need support the most.

- Outreach services are provided both in English and Spanish on the front line of the local gay community.
- In 2008, these vital links for educational and risk-reduction information served 496 people via cyber/internet and over 4,973 people by telephone and email.

## OTHER HIV PREVENTION PROGRAMMING

- The GLCC distributed more than 56,000 condoms in 2008. This represented a 116% increase over 2007.
- For National Latino AIDS Awareness Day, the GLCC hosted the Broward County main community event that included a Health Fair, a Community Forum and Leadership Awareness recognition.
- The GLCC also provided several other large community events, including a forum on sex and prevention efforts among gay men, a major educational workshop on STDs, and a dinner event about new HIV medications and lowering risk.



## SWITCHBOARD HOTLINE AND MEETING SPACE

- The volunteer-staffed Switchboard Hotline assists callers and visitors with information and referral services. More than forty volunteers assist with resource information inquiries in areas including: legal, medical, mental health, spirituality, substance abuse, entertainment and local LGBTQI owned businesses. Recruitment and training of volunteers is supported by the Switchboard Work Group.
- The GLCC provides meeting space for more than 50 groups each month including groups for: seniors, youth, women, transgenders, recovery, spirituality, advocacy, HIV and many, many more.

# EVENTS AND ACTIVITIES

## FLEA MARKET

The popular Bizarre Bazaar Flea Market provides a monthly opportunity for community members to sell wares as vendors or experience the event as patrons—enjoying the fun ambience, new friends and wide variety of one-of-a-kind items. The GLCC holds the flea market on the first Saturday of each month from 8 a.m.-2 p.m. Last year, the New Times voted the Bizarre Bazaar the 2008 Best Flea Market in Broward/Palm Beach.



## GAY BINGO

Held on the second Saturday of every month, Gay Bingo provides a fun, safe social environment for the LGBTQ! community. Each month offers a creative theme, community sponsorships and enthusiastic callers. The event serves as a smoke-free, alcohol-free alternative to clubs and bars. GLCC distributed thousands of dollars in prizes in 2008. In addition to Bingo fun, there is a food drive each month with donations benefitting area food banks. The GLCC uses all Bingo proceeds for direct programs and services, including free HIV testing. Games start at 7:30 p.m. Doors open at 6:30 for the concession stand.

## FOUNDERS CIRCLE RECEPTIONS

Monthly Founders Circle Receptions for our most generous philanthropic supporters and potential new donors, attract more than 150 guests. These exclusive social events at local businesses and private homes provide the opportunity to network and learn about new, exciting activities and programs at the GLCC. Founders—the financial backbone of our organization—provide annual commitments to support the general fund, monthly expenses and overall operations of the GLCC. The GLCC recognizes the support of 200 Founders Circle donors.

The GLCC recognizes the following sponsors of our Founder Circle Receptions:

ARTEFACTO  
THE ATLANTIC RESORT & SPA  
BOARDWALK & THE BIRDCAGE  
BROWARD COUNTY CONVENTION CENTER  
JB HANAUER, A DIVISION OF RBC WEALTH MANAGEMENT  
HYATT REGENCY PIER SIXTY-SIX  
BROWARD COUNTY VICE MAYOR KEN KEECHL & GLCC BOARD MEMBER TED ADCOCK  
KELLER WILLIAMS  
THE KOPELWITZ OSTROW FERGUSON WEISELBERG KEECHL FIRM  
MARIO'S CATALINA RESTAURANT  
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DAVID STARKEY AND ARIANTO SUMARGO  
NEIL STERLING, ESQ.  
TRIBECA MEDAESTHETICS



# EVENTS AND ACTIVITIES

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## STARS OF THE RAINBOW

The GLCC held successful Stars of the Rainbow events in February 2008 at the Marriot Harbor Beach Resort and in March 2009 at the Hyatt Regency Pier Sixty-Six. The GLCC's largest annual fund-raising events honor local individuals and groups who exemplify the spirits of volunteerism and activism and who help improve the lives of the LGBTQI community and its supporters. Over 350 guests and dignitaries attended each event and helped raise vital proceeds to support the services of the GLCC.



## THANKSGIVING DINNER 2008

Assisted by the hard work of nearly 20 volunteers, the GLCC hosted 100 community members for its annual Community Thanksgiving Day Dinner. This free event, open to the entire community, provided a festive meal and social support to people wanting to celebrate the holiday in a safe, affirming environment. The Church of the Holy Spirit Song donated 150 dinners for the event.



## FOOD FOR THOUGHT

More than 900 hungry GLCC supporters participated in the GLCC's second annual dining out event in September 2008. Sixteen generous local restaurants donated 20% of their proceeds to support the programs and services of the GLCC. The event raised more than \$3,700. Participating restaurants included: 3030 Ocean; Christina Wan's; Courtyard Café; Galanga Thai Kitchen and Sushi Bar; Humpy's Pizza; Java Boys; Juice Blendz of Wilton Manors; Las Olas Café; Mario's Catalina Restaurant; The Melting Pot; Primavera; One Tea Lounge; Rendez Vous Café; Rosie's Bar & Grill; The Usual Place; and Wilton Wings.



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We are grateful for the underwriting of graphic arts  
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S. MARK Graphics

Ilene Berliner and Maura Lane

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# FINANCIAL UPDATE

The GLCC is pleased to report its preliminary (unaudited) 2008 financial results. Operating revenues increased approximately 20% from \$762,000 in 2007 to slightly over \$915,000 in 2008. This positive trend has continued over the past several years with operating revenues growing from approximately \$439,000 in 2005 to \$557,000 in 2006. Expenses have increased as well, in order to provide expanded services to the community. While cash frequently is tight, operating budget performance remains 'in the black' and self-sustaining. The GLCC's capital (building project) funds are fully separated from operating funds.

Fundraising, an important component of operating revenues, adds significantly to our ability to expand programs and services. To ensure that dollars donated have a significant impact, the GLCC Board and management strive to keep operating expenses for administration and overhead as low as possible. Management and general expenses compared to total operating expenses have ranged from 12% to 14% for the past three years. Expenses for program services have represented 80% or more of total expenditures during the past three years.

## OPERATIONS

TOTAL REVENUE	projected 2009	2008	2007	2006	2005
	\$1,100,000	\$915,000	\$762,000	\$557,000	\$439,000

- Fully segregated from Capital
- Self-sustaining and operating 'in the black'
- Revenue sources: 35% from grants, 65% from Development; highly diversified revenue streams

### MONTHLY REVENUE/EXPENSE (new campus)

Tenant Income	\$11,700
Mortgage Interest Payment	\$9,000

## CAPITAL

### THE NEW CAMPUS

Purchase Price (June 2008)	<b>\$4,750,000</b>
Cash Down Payment (30%)	\$1,425,000
Mortgage (Northern Trust)	\$3,325,000

### MORTGAGE PRINCIPLE REDUCTION

Paid Jan/Feb 2009	\$ 450,000
Mortgage Balance Forward	<b>\$2,875,000</b>

*The GLCC has a 40% equity position on the new campus property, based on its original 'purchase price' and 'mortgage balance forward' (above). Future mortgage principle reduction payments of \$500,000 are due annually on July 1<sup>st</sup> until the mortgage is fully paid off.*



## GLCC by the numbers

More than **700** meetings held at the Center each year

Performed **2,891** HIV antibody rapid tests in 2008

Distributed more than **56,000** condoms in 2008

More than **33,000** volunteer service hours  
valued at **\$500,000** of in-kind services

Domestic Violence Hotline and Coalition helped **831** people

Over **200** women attended first annual Stella's Ball for breast cancer

**34%** growth in PALS Project participation from 2008 to 2009

LIFE graduates reported **26%** improvement  
both in trusted support and coping skills

Served **496** people via cyber/internet outreach

GALANES worked with **9,063** Latinos in 2008

**2,042** people reached through community SafetyNET program

More than **10,000** calls to the switchboard

Lavender Events for Women donated **400** filled  
back-to-school backpacks to disadvantaged children



2040 NORTH DIXIE HIGHWAY • WILTON MANORS, FLORIDA, 33305

954-463-9005 • [www.glccsf.org](http://www.glccsf.org)