Sexual and gender minorities (SGM) realize their collective power, playing a vital and active role in Maryland and working closely together to ensure that all parts of the community are thriving. Baltimore and Maryland become the best place for sexual and gender minorities to live, work and play.

To be a catalyst for uniting and empowering sexual and gender minorities in Baltimore and Central Maryland, and to advocate for a better quality of life for the entire community.
2017 in Review

Dear Community

Taking a look back at 2017, I am happy to report that the GLCCB closed the 2017 fiscal year strong. When speaking in terms of a community center, a strong finish means quite a few things. Three years ago, under the leadership of then Board President Jabari Lyles, the Center made a concerted effort to change our strategic vision to be more inclusive and to address the concerns of those members of our community who are most vulnerable. Wanting to take on effective action requires effective change. Further, being among the oldest Sexual Gender Minority (SGM) centers in the country means needing to change with the times. I believe our Center should be reliable, professional and responsive to its community. Therefore, in order to meet the bold and ambitious goals we have set, we must continue the great work that we started.
was the first year we officially changed our fiscal calendar to a calendar year. In that year, the GLCCB also continued to keep its two co-executive model. We had one Executive Director, Kenneth Morrison, who administered programs, outreach and advocacy. And, another Executive Director, myself, who oversaw operations, finance and communications. We also had a full staff of 10 people working at the Center from our finance manager, program manager, case managers, office administrator, coordinator, and communication and development consultants.

The Center operated 40+ programs that are run by our partners and the Center. Our partners are made up of community partners and external partners. Community partners are members of our community that would like to start a program that fulfills some need within the community. Our external partners are outside organizations that provide services for our community at the Center, such as free legal clinics and HIV testing.

In 2017, the GLCCB operated 7 direct programs. Case Management, where the ultimate goal is to provide linkage to medical care and HIV testing. We used a holistic approach to help people with all aspects of their lives from finding housing to finding community. Youth Against Oppression (YAO), is our youth program for youth ages 14 through 21 in which we provide youth a space to socialize and decompress. We also provide resources for our youth to find work and access to graduate high school and attend college debt-free. The best thing about YAO is that it was youth-led and run. We also created the only SGM open mic in Baltimore, called Giovanni’s Room. We also offered TAG – our transgender action group that works directly with transgender sex workers so we can provide them with medical and legal resources. We continued to have our monthly Helping Hand closet where we provided food and clothing to the homeless, Trans Baltimore, a bi-weekly event for trans folks and allies to meet, and Family Game Night, a night of socializing while playing board games.

Aside from all of the great programming offered, the GLCCB leadership revisited the Center’s 2012-2017 strategic plan to see how well our current work is meeting the goals set forth by previous leadership. The strategic plan has four major components: Organizational Strengthening & Operational Excellence, Programs that Serve and Unite sexual and gender minorities (SGM), Outreach & Communications, and Fundraising. I’m happy to report that, based on the criteria laid out in the plan, we have met 100% of the Organizational Strengthening & Operational Excellence and Programs that Serve and Unite SGM focus areas. And we are well on our way to meeting the rest of the goals moving forward.

In closing, we have made some very significant changes since 2016 that have left us more stable than ever and more important, in a position to grow. We have also returned to our grassroots beginnings by focusing on community advocacy specifically in our work on the current HIV/AIDS crisis which is affecting Black and Latino Same Gender Loving (SGL), bisexual and gay-identified men and transwomen at epidemic levels. While doing all of this, simultaneously we make sure to keep our doors open so that everyone in our community can come and use the Center. Again, we have never been more stable. Thankfully, we are in this state because we are building on the success of the past year, and I plan to do everything possible to allow the Center to continue growing stronger.

Mimi Demissew
Executive Director
Case Management
This program was created in order to address the current HIV/AIDS epidemic taking place in Baltimore and Central Maryland. The AIDS/HIV epidemic is affecting Black and Latino Gay identified, same gender loving, and bisexual men who have sex with men and transgender women. The GLCCB is taking a holistic approach to guiding community members to resources, assisting with applications, providing referrals to outside organizations and specialists, facilitating social and soft skill support, and providing counsel to community members in crisis with a trauma-informed approach. Ultimately, these wrap-around services provide linkages to medical care.

Giovanni’s Room
Giovanni’s Room is a monthly open mic that seeks to support Baltimore’s SGM artists and entrepreneurs by providing a safe and affirming platform to share, sell, and support.

This program is unique in that it garner...for the center and serves all intersections of race, age, and gender within our community

Youth Against Oppression
The GLCCB is dedicated to uplifting and empowering area youth (ages 14-21) who identify as members of the SGM community. Youth Against Oppression (YAO) provides safe space for youth to learn and grow, as well as to be connected to opportunities, support, and resources.

Trans Baltimore
TransBaltimore is a social support group for trans and non-binary identified individuals and those that are affirming of trans and non-binary identities. Twice monthly, the group meets to engage in meaningful discussions surrounding trans-related topics, as well as to offer a sense of community and a safe space for the group’s members to present their authentic selves.

Helping Hands Closet
We hold this monthly event at which we provide food and clothing for people in need. Anyone in the area is free to come in to receive a shopping experience browsing through gently-used clothing, and to leave with as much or as little as they want. In addition, a meal is provided at the end.

Family Game Night
Family Game Night offers folks a drink-free evening of fun. Games are played throughout the Center. Young and older folks are welcome and food is served.

Baltimore Pride
Maryland’s largest SGM community event

2017 Successes

- Great partnership with the city leading up to the event and after
- Longest parade route
- Triple the attendees of the previous year
- Much larger footprint
- Greater number of events - 77
- Greater number of sponsorships
- Increased funds raised for the Center
In 2017, we reviewed a strategic plan created in 2012 by a previous leader which presented where leadership wanted to see the Center by 2017. There were four components to the plan. Here is our Report Card on each component.

- ✔️ - Completed  
- 🟟 - Nearly completed  
- 🔄 - In the works

### Organizational Strengthening & Operational Excellence

| ✔️  | Revise by-laws to make sure they’re transparent, add committees and encourage more involvement and better governance |
| ✔️  | Hire a dynamic, well-qualified executive director in the summer of 2013 |
| ✔️  | Increase diversity on the board of directors, making sure that its members have the skills needed as well as members of various constituency groups |
| ✔️  | Make sure that financial reporting is accurate and transparent (including the report, financials on the website, and hire a bookkeeper) |
| ✔️  | Create and maintain an advisory council and an honorary committee |

### Outreach & Communications

| ✔️  | Hire an Outreach Organizer to assist in these efforts |
| ✔️  | Get the word out about GLCCB’s programs outside of Pride |
| ✔️  | Partner with SGM groups on activities |
| ✔️  | Partner with non SGM groups on activities |
| 🟟  | Increase the center’s presence in media |
| 🔄  | Become a thought leader on issues related to SGM, as well as on global issues and their impact on SGM (such as health care reform) |
| ✔️  | Create new image and name for GLCCB |

### Programs that Serve & Unite SGM

| ✔️  | Develop social, educational, and wellness programs along specific criteria to help unite SGM and collaborate with partners. |
| ✔️  | Continue, enhance, and develop programs that serve the disenfranchised parts of SGM. Programs include: support groups, employment/job readiness/job training, resources and referrals, and the mental health collaboration with Chase Brexton. Explore establishing a homeless shelter for SGM. |
| ✔️  | Support and develop programs that ensure youth have a safe place, can express themselves and grow stronger. Support the work of the Den as needed, and develop other programs. |
| ✔️  | Consider relocating to a place that is more welcoming and accessible. Think of strategic partnerships in this regard. |

### Fundraising

| 🟟  | Diversify the funding base. Instead of just getting grants and revenue from Pride events, raise funds from major donors, annual giving, and events. |
| ✔️  | Create an endowment |
| 🟟  | Hire a development consultant/staff to assist with all levels of fundraising |
GLCCB’s Financials

Financial transparency and efficacy is important to us. Below is the report on our standing at the close of 2017.

<table>
<thead>
<tr>
<th></th>
<th>2016</th>
<th>2017</th>
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<tbody>
<tr>
<td>Grants</td>
<td>$367,733</td>
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<td>Rentals</td>
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<td>Fundraising Events</td>
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<td>Pride Gross Revenue</td>
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<td>Donations, Sales, Program Revenue</td>
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<td>Carryover</td>
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<tr>
<td><strong>Total</strong></td>
<td><strong>$618,129</strong></td>
<td><strong>691,342</strong></td>
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Moving forward, we would like to transition our Revenue model from being grant-heavy toward being fundraiser- and donation-driven. We expect Pride will continue to be our largest fundraiser event.

Jabari Lyles  President
Vanna Belton  Vice President
Lorena De Leon  Treasurer
Kayla Tullis  Secretary
Chris Weis  Parliamentarian
Members at Large:
David Sugar | Merrick Moses | Anthony McCarthy

Background photo courtesy of Danielle Trefz
2530 North Charles St.
3rd Floor
Baltimore, MD 21218
Phone: 410.777.8145
Fax: 410.777.8135
info@GLCCB.org

WALK-IN HOURS
Mon: 10am – 6pm
Tues – Fri: 10am – 10pm
Sat – Sun: Closed

PROGRAMING HOURS
Mon: 10am – 6pm
Tues – Fri: 10am – 10pm
Sat - Sun: 10am – 8pm