

2019 – 2020 BOARD MEMBERS

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LETTER FROM THE CHAIR

Well, it has certainly been quite the year so far. I do not think a pandemic was on most people's minds as they started 2020. Yet, here we are. The board so looked forward to seeing everyone at the Happening on May 15 – we had an exceptional program planned. Then, we eagerly thought we could reschedule for September...then November. Now here we are with an uncertain future as to when we can all be back together again in the same physical space. I am confident, however, that one day we will – hopefully soon.

The Charlotte Lesbian and Gay Fund, like everyone, is in a state of transition – trying to figure out how to do things differently; how to engage you – our donors and stakeholders – in a meaningful way. We have a committee comprised of board members and engaged stakeholders working on what a Happening 2.0 looks like – as well as all of our gatherings such as our volunteer fair and social hour gatherings. We had a great turnout on our Zoom announcement of this year's grantees. We have amazing sponsors who understand the importance of their dollars regardless of whether there is an event. Many of those sponsors have told us to use the funds for grant making which is a huge relief as we look at fundraising this year to support our grantees in 2021.

We are also looking forward to a new look for the Charlotte Lesbian and Gay Fund. The name has served us well the last 15 years. Now is the time to look forward and embrace a brand and name that is inclusive of everyone in our LGBTQ+ community and will inspire us through the next couple of decades. Stay tuned for an unveiling of the new name and brand next spring.

We want to pause and recognize the tremendous loss the community has had this year. We lost Dan Kirsch, one of the original visionaries of the Fund, in February. Stay tuned for news later this year about how the Fund will grant through the Dan Kirsch Memorial Fund. We lost Christopher Lawing, former Fund board member and Vice President of the Bechtler Museum – a friend to the LGBTQ+ community. And, most recently, we lost Dan Mauney, another visionary who brought us Takeovers and was critical to the success of HRC in Charlotte and nationally. Our grief seems to hurt more since we have not been able to come together and mourn collectively. I often wonder how these three remarkable men would be leading us through a pandemic.

I am fairly certain that one way they would be leading us would be to look to the future. What will a post COVID or ongoing COVID world look like? How will our amazing grantees pivot to meet that new world, bringing to it most likely, a unique set of needs? Now more than ever, we will rely on our stakeholders, donors, sponsors and community partners – to help ensure we can continue to support the LGBTQ+ organizations who are on the ground doing the critical work.

We are immensely grateful for everyone who has joined us on this journey as we work to build a community where EVERYONE is treated with equal dignity and respect.

Gratefully,

Devlin McNeil
Board Chair, Charlotte Lesbian and Gay Fund

PS – If you are interested in joining us in helping to make all of this possible, we are always looking for board members and volunteers. If you are interested in learning more, email gayfund@gmail.com.

Black Lives Matter

We, the Board of Advisors of the Charlotte Lesbian and Gay Fund (the "Fund"), proclaim the following statement in addition to the unity statement issued by Charlotte Black Pride (the "Unity Statement"), to which we are a proud signatory.

As an organization whose mission is to serve Charlotte's LGBTQ+ community, we recognize the systemic and structural barriers that communities of color, and specifically the black community, must overcome. Systemic and structural racism, which can be both intentional and unintentional, has a deep-rooted history in our country and in our city, and we continue to grapple with the repercussions of it. Some examples in Charlotte's painful history include the following:



- On September 26, 1913, Joseph McNeely was forcibly taken by a white mob and lynched near the site of today's professional football stadium.
- On June 29, 1929, Willie McDaniel was lynched because he dared to argue with a white landowner.
- In response to the anti-segregation ruling in *Swann v. Charlotte-Mecklenburg Board of Education*, many of our city's private educational institutions were founded so that white children would not have to share a school with black children.
- In the 1960's and 1970's, the Brooklyn neighborhood in Uptown, a vibrant neighborhood filled with black businesses and black residents, was destroyed in the name of "urban renewal."
- In 2016, the shooting of Keith Lamont Scott by an officer of the Charlotte-Mecklenburg Police Department vividly told us that Charlotte is not immune to the stark disparities which exist in the criminal justice system and police interaction with people of color.
- In 2016, 2017 and 2020, Sherrell Faulkner, Derricka Banner and Monika Diamond, all transgender women of color, were murdered in Charlotte, illustrating the violence disproportionately affecting transgender people of color.
- Today, the displacement of black families has accelerated in historically black neighborhoods on the West and North sides of Charlotte, and the educational and wealth disparities between the "crescent" of historic communities of color and the "wedge" neighborhoods of affluent white communities in South Charlotte are stark.

These recent and historical examples further demonstrate that there is a tremendous amount of work to do in order to eliminate racial disparities and inequality in our community, and we are committed to taking action to do our part. As a collective giving fund that supports organizations that provide programs and services directly to people in the community, some of the commitments outlined in the Unity Statement would be difficult for our organization to meet. However, as we continue our historical advocacy and ongoing support of LGBTQ+ communities of color, we are committed to the effort to eliminate racism and racial inequality, and to improve inclusion for black and other LGBTQ+ people of color in our community. We therefore commit to the following actions:

- All grant applicants will be asked to demonstrate how they are incorporating LGBTQ+ communities of color into their programs, projects and organizational structures, and grant recipients will be asked to provide details on actions the organization has taken related to these items in their follow up evaluations.
- The Fund will engage with stakeholders and volunteers over the next year to explore how we may better support LGBTQ+ organizations led by, or dedicated to serving, communities of color through a dedicated grant path.
- We will continue to make intentional efforts to increase the racial diversity of our own Board of Advisors.

The Fund has been and will continue to remain focused on supporting organizations that improve the lives of LGBTQ+ people in our community, no matter their race, ethnicity, class, gender, occupation or religion. We believe that the right path forward is through radical inclusivity, a clear commitment to equality for LGTBQ+ people and the belief that Black Lives Matter.

2019 - 2020 GRANT IMPACT

In 2019, the Charlotte Lesbian and Gay Fund awarded 17 grants, totaling \$136,900, to 16 different Charlotte-area organizations serving the LGBTQ+ community and its community partners. Thanks to you, these organizations were able to build a community where everyone is treated with equal dignity and respect.

Operating Grants

Charlotte Pride Band

During the 2019-20 season, funding from CLGF enabled Charlotte Pride Band to have a continued and increased presence in the community. This was accomplished with the largest showing to-date for the annual Charlotte Pride Parade; the performance of three concerts featuring their symphonic band; and participation in a variety of outreach events utilizing small ensembles and pep band. The band also saw membership rise above 50 members due to an elevated profile in the community for strong, quality performances, and their welcoming atmosphere for musicians of all backgrounds and abilities.



Charlotte Royals Rugby Club

The Royals focus in 2019 was to engage the community, both locally and the greater international rugby community. The Royals achieved both of these goals through hosting two large tournaments in Charlotte as a direct result of the funding received from CLGF. In July, the Royals were able to partner with a local youth association and hosted The Rainbow Unicorn 7's Inaugural Youth Rugby Tournament. Co-ed Under 10's through Under 19 teams from across North Carolina came to Charlotte to compete. The Royals provided game day event venue, food & beverage, merchandise and swag, logistics, staffing, and officiating for the day long tournament. The 5th Annual Queen City Crown Rugby tournament was held a few months later with the largest attendance of 11 teams for this yearly competition. Inclusive teams from Columbus, Ohio, to Atlanta, Georgia came to play and socialize in the Queen City. Without the grant from CLGF, Charlotte Royals Rugby Club would not have been able to support the youth program, and the annual QCC Tournament would have been greatly reduced in size and scope.

One Voice Chorus

With support from CLGF, One Voice Chorus (OVC) was able to accomplish many goals including emphasizing their social mission of access, equality, and inclusion of LGBTQ+ people through excellent artistic programs and services; building capacity and increasing sustainability through a diverse pool of members; cultivating effective community partnerships within the Charlotte LGBTQ+ community; and attracting and expanding the reach of OVC. These goals were accomplished through several methods, prior to COVID-19, including a performance with local and regional demographics previously underserved by OVC that incorporated more inclusive programming and increased marketing and fundraising efforts.



PFLAG Charlotte

Support- Monthly support group meetings (including a new location in North Mecklenburg), one-on-one peer support, Trans parents of PFLAG Charlotte Online Support Group, Family Connections event, new workshop for Parents & Caregivers of LGBTQ+ Youth, Lending Library

Education and Advocacy - Education and awareness workshops across the community including workshops for Communities in Schools, CMS Nurses, Safe Alliance, Turning Point, Crisis Assistance Ministry, healthcare provider practices, and faith communities. Offered a new program through the Mecklenburg Bar Association. Support of a wide range of community events, including the PFLAG Annual Event, At The Intersection of Faith and LGBTQ+ Identities as well as collaboration on other innovative events and programming such as TDOV Community Event and REEL Out Charlotte. Expanded reach of The Ally newsletter *COMMUNITY ENGAGEMENT AND ADVOCACY*.

Time Out Youth

The Center exceeded program goals for 2019 and expanded services for LGBTQ+ youth.

In Center Programming in 2019

- 7,390 youth Drop-In Space sign-ins
- 2,739 youth discussion groups sign-ins
- 329 new youth attending Center
- 1,026 unduplicated youth attending Center
- 26 clients received 336 individual sessions

Community Outreach Trainings

- 73 presentations reaching 2,307 individuals
- 58 youth transitioned to permanent housing
- 106 youth in housing case management
- \$6,347 in Emergency Financial Assistance to LGBTQ+ youth
- 87 unduplicated youth accessed EFA pantry
- 256 meals served to youth
- 92 Gay Straight Alliances reaching 418 youth
- 352 individual consultations at schools
- 25 community events focused on schools reaching 4,089 individuals
- 94-Chat groups reaching 263 youth

Additionally, outside groups providing programming in Center include: Guerilla Poets, ClayWorks, Charlotte Mecklenburg Library, Planned Parenthood, Mecklenburg County Health Department, Youth Engagement Project, Butterfly Vision Project, Harry Potter Alliance, William Watkins Foundation, UNC Charlotte and Scholastic Writing.

Throughout 2019, the Center hosted 14 special events for LGBTQ+ youth. There were 946 youth sign-ins for these events. Special Events included: TOY Prom, Youth Pride Dance, Yule Ball, Halloween Party, Friendsgiving and campOUT.

Transcend Charlotte

The general operating grant allowed Transcend Charlotte to pay a staff person, office space rent and storage unit rent. This funding allowed Transcend to have those expenses covered while they focused on providing essential programs, expanding donor base, developing partnerships with other corporations and organizations, and diversifying revenue sources to reduce reliance on grant funding.

Project, Program, and Events Grants

Arts+

Thanks to funding from CLGF, Arts+ has been able to form partnerships with One Voice Chorus and Caroline Voices to execute a number of Social Choir programs over the course of the year and create a relaxed atmosphere for people to come together to enjoy and participate in music-making. With funds from the grant, Arts+ was able to hire accompanists for the event and purchase higher-quality supplies, elevating the overall experience for participants. Additionally, CLGF's involvement brought additional audiences to the Social Choir.

Charlotte Pride Band

Charlotte Pride Band (CPB) commissioned a new piece of music to mark the 10th anniversary of the band. The piece honors CPB's founding members and those who invested in the success of the organization. Due to the COVID-19 pandemic, CPB has been unable to premiere the new piece, "A Place We Call Home."

Community Building Initiative

The objective of this grant was to research, curate and integrate local LGBTQ+ history into CBI's bus tour model. CBI's comprehensive bus tour program gives participants an in-person experience of the history of Charlotte that helps them understand the origins and impact of community development decisions. Including LGBTQ+ history and perspective allows CBI to tell a fuller, more inclusive and complete story of Charlotte's history and how people and communities have been impacted by and responded to intentional decisions about inclusion and equity. This enhanced tour directly supports CLGF's intention to "cultivate one community with the belief that all people should be treated with equal respect and dignity" by raising participants' awareness of both the history and contributions of Charlotte's LGBTQ+ community. CLGF funding partially underwrote two bus tours focused on Charlotte's LGBTQ+ history. More than 140 people directly engaged in the LGBTQ+ community tours.

Girls Rock!

In the summer of 2019, Girls Rock! successfully convened a Curriculum Team that created a 18 workshop curricula series (9 workshops per age group) for the 2019-2020 school year. The CLGF grant allowed stipends to be provided to this volunteer team comprised of educators, librarians, musicians and filmmakers. The grant also allowed scholarships to be awarded to six LGBTQ+ campers to attend one of three camps (Kids Rock Camp, Teen Rock Camp, Teen Film Camp). As of early 2020, seven of the 18 scheduled workshops occurred. The grant also allowed Girls Rock! to secure workshop supplies and document curricula for future development.

Planned Parenthood South Atlantic

Planned Parenthood South Atlantic conducted a week-long day camp for LGBTQ+ teens that focused on comprehensive, inclusive sexuality education. The program was based on Get Real, a curriculum designed by another Planned Parenthood affiliate. The camp included 12 lessons that focused on building skills in self-advocacy, healthy relationships, sexual identity, social media literacy and sexual health. At the end of the week, each of the 12 participants created a final artistic project that promoted positive ideas relating to sexual health and demonstrated a 12.6% increase in knowledge. The entire program was funded by CLGF.

RAIN

RAIN's benefits advocacy program helps people living with HIV enroll in health insurance that will meet their unique medical needs. Most people served in this program have incomes at 300% or less of the Federal Poverty level. CLGF's grant supported individuals, who identify as LGBTQ+ and reside in Mecklenburg County, pay for health insurance premiums, copayments and deductibles. Assisting with these costs for people living in poverty is vital for regular access to medical care and prescription medications. Routine physicians' visits and lab tests, and taking antiretroviral medications daily is necessary to achieve viral suppression. Benefits advocacy is one element of "treatment as prevention" initiatives. This is essential for stopping the spread of HIV in the community. Without the CLGF grant, many people would not have been able to receive these important medical services.

Twirl to the World

The grant enabled 28 LGBTQ+ individuals to attend Winter Awakening's weekend retreat free of charge, enabling them to focus on their substance abuse addiction and recovery.

Grass Roots Grants

Invisible Histories Project - Charlotte

The grant from CLGF funded the purchase of audio equipment to record oral interviews of LGBTQ+ community members in Charlotte. The Invisible Histories Project is a community driven project that seeks to engage Southern LGBTQ+ people, local universities, libraries, and archives in the process of protecting the vanishing LGBTQ+ history in the Charlotte region.

2020 – 2021 GRANT RECIPIENTS

Thanks to the generosity of our donors, the Charlotte Lesbian and Gay Fund awarded 17 grants, totaling \$139,000. The 17 grants included seven Operating, eight Programs, Project, and Event, and two Grassroots grants.

**2020 - 2021 Operating Grants
Grant Awards - \$109,000**

Charlotte Pride Band - \$9,000

Charlotte Pride Band provides an open, inviting environment for musicians of all ability levels while promoting the value and respect of lesbian, gay, bisexual and transgender people in Charlotte through quality musical performances.

Charlotte Royals Rugby Football Club - \$7,000

Charlotte Royals fosters a supportive environment where gay and bisexual men and their straight allies can learn and play rugby. Charlotte Royals partners with various community organizations and businesses to bring awareness to the sport of rugby and the importance of fitness and teamwork.

Gay Men’s Chorus of Charlotte - \$10,000

The Gay Men’s Chorus of Charlotte endeavors to create a society which values and respects its lesbian, gay, bisexual and transgender members through artistic achievement, education and engagement.

One Voice Chorus - \$17,000

One Voice Chorus works to increase understanding and acceptance of gay, lesbian, bisexual and transgender people through artistic excellence. The organization’s achievement in choral music enables them to reach diverse groups to overcome misperceptions and to grow personally, both as performers and as leaders in the community.

PFLAG Charlotte - \$21,000

PFLAG promotes the health and well-being of lesbian, gay, bisexual and transgender persons, their families and friends through: support, to cope with an adverse society; education, to enlighten an ill-informed public; and advocacy, to end discrimination and to secure equal civil rights.

Time Out Youth - \$25,000

Time Out Youth supports lesbian, gay, bisexual, transgender, queer and questioning youth by offering vital programs, fostering unconditional acceptance, and creating safe spaces for self-expression through leadership, community support and advocacy.

Transcend Charlotte - \$20,000

Transcend’s mission is to promote authenticity, connection and social justice by empowering transgender individuals and all gender diverse or gender non-conforming people impacted by oppression and/or trauma.

**2020-2021 Programs, Projects, & Events Grants
Grant Awards - \$26,000**

Charlotte Royals Rugby Football Club - \$2,500

Charlotte NAC 2021

To successfully host the International Gay Rugby inaugural North America Championship rugby tournament. This tournament brings an international inclusive sporting event and 1,500 athletes to the Queen City; firmly establishing Charlotte as a welcoming and safe environment for LGBTQ+ and their allies.

Freedom Center for Social Justice - \$2,500

Liberating Theologies Speaker Series

To provide theologians, clerics, activists and the LGBTQ+ community a safe space to dialogue and find support around implementing progressive theologies that will help provide healing and hope.

Girls Rock Charlotte - \$4,000

Amplify Activism & Allies

To promote ongoing participation of LGBTQ+ youth in their summer camp and workshop programs, and create new curricula that will teach social justice, ally ship and feminism: one for kids 8-12 and another for teens 13-18.

Both curricula will combine music and filmmaking components along with ally ship, activism and social justice leadership skills.

PFLAG Charlotte - \$1,500

At the Intersection of Faith and LGBTQ+ Identities

To provide an opportunity for all members of the Charlotte-Mecklenburg community to engage in a morning of inspiration, encouragement, conversation and storytelling.

Planned Parenthood South Atlantic - \$5,000

Subsidized Transgender Healthcare

To provide office visit for hormone therapy services for uninsured patients to ensure low-income transgender patients in the Charlotte-Mecklenburg community have access to the gender-affirming care they need.

Teen Health Connection - \$2,000

Center for Gender Health

To provide supplemental patient and family education materials and tools at the Levine Children's Center for Gender Health at Teen Health Connection. The Center consists of a team of specialists utilizing an integrative approach to provide treatment, support, and education to transgender and gender non-conforming children, adolescents and young adults.

Time Out Youth - \$3,500

Queer Youth Art & Poetry

To develop and publish an anthology of LGBTQ+ youth art, poetry and creative writing that will amplify the voices of queer southern youth and increase LGBTQ+ youth's access to representative literature.

Twirl to the World - \$5,000

Twirl Assistance Program: Partner Referral Need Program

To provide support to LGBTQ+ residents of Charlotte-Mecklenburg in need of financial assistance with groceries, medical and/or transportation costs.

2020 – 2021 Grass Roots Grants

Grant Awards - \$4,000

Gender Education Network (GEN) - \$2,000

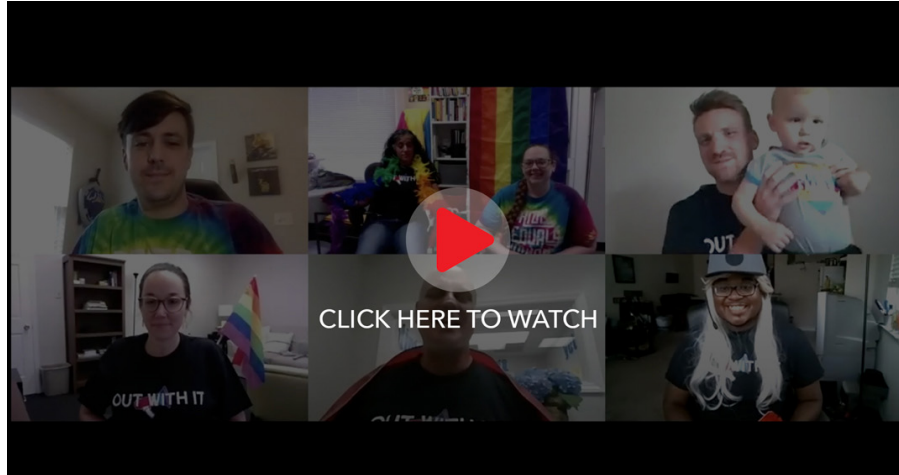
To provide support meetings or "play dates" for gender diverse and transgender children under the age of 12 at no cost to the families.

Pride Support Services of Charlotte (PSSC) - \$2,000

To provide counseling services to the LGBTQ+ community, regardless of the client's ability to pay.

For more information on any of these programs, projects or events, please visit the website at www.fft.org/clgf

THANK YOU



Thank you to all those that made it possible to provide \$139,000 in grants to Mecklenburg County organizations that support the LGBTQ+ community.