

safe, supportive communities



# Report to the Community

2012 – 2013

Diverse & Resilient, Inc. 2439 N. Holton Street, Milwaukee, WI 53212

414.390.0444 | [www.diverseandresilient.org](http://www.diverseandresilient.org)



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## Our Vision

At Diverse and Resilient, we see a future in which lesbian, gay, bisexual, and transgender people in Wisconsin thrive, living healthy, satisfying lives in safe, supportive communities.

## Our Mission

Our mission is the healthy development of LGBT people in Wisconsin by creating and sustaining groups and communities to take action.

## Our Name

Our name serves as a reminder that LGBT people are everywhere, engage in interesting and meaningful lives, and contribute to the welfare of each other and the broader community.

## 2013 UPDATES

2013 has been another exciting year at Diverse and Resilient. We have grown in program participants, budget, and staff, and as a result we have made a greater impact on the health of lesbian, gay, bisexual and transgender people in Wisconsin. Here are just a few highlights from our year:

- We added a new youth space to our office on Holton Street, designed by youth in our programs. The space is a safe-haven and point of pride for our program participants.
- Our HIV testing team is on track to complete 1,000 HIV tests this year, a 45% increase over last year.
- We launched four new programs to serve LGBT people in Wisconsin. **Imagine More** is a companion program to our popular **Acceptance Journeys** campaign, encouraging LGBT people to expect and demand full respect. The **Condom Campaign** is reducing teen pregnancy and STI infections by

encouraging condom use by young people. **Healthy Girls** and **Safe Dates** are two programs aimed at encouraging LGBT young people to make good choices around sexual health and dating.

- We hosted our first **Reviving the Dream Celebration** to honor the memory of Civil Rights leader Bayard Rustin and to celebrate LGBT leaders working to make Wisconsin a better place.
- We became a **United Way** partner agency, a collaboration that will have a lasting impact on our work. We are grateful to the many partners, donors, friends and supporters who have made this work possible.



Gary Hollander, PhD  
*President & CEO*

## 2012 DONORS

### Diverse Donors Gifts over \$10,000

BMO Harris Bank  
Gary Hollander &  
Paul Mandracchia  
Leonard Sobczak  
Carlton D. Stansbury, JD

### Resilient Donors \$2,500 to \$4,999

Deborah Sobczak

### Thriving Donors \$1,000 to \$2,499

Gerry Coon & Stewart  
Dempsey  
Tom Cooper &  
Marcy Nightingale  
Chris Doerfler & Kate Zbella  
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Jan Singer  
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Scott Leonard  
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Diane & Scott Pollard  
Dylan Reilly  
Mike Ryan  
Edward Seaberg  
David Seal  
Mary Shaw  
James & Tamara Strause

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Lance Weinhardt  
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Thomas Zander

### Friends Gifts under \$100

Christopher Allen  
DeAndre Bell  
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Rev. Rachel Young Binter  
Angela Brannan

Thomas DeCicco  
Sharon DePue  
Nerissa Eichinger  
Patrick Farrell  
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James "Jazzy" Ford  
Tony Fortun  
Patricia Frank  
Tom Gauthier  
Jake Goodman  
Ronnie Grace  
Elna & Lloyd Hickson  
Brian Juchems  
Dennis Kohler  
Lutheran Campus Ministry  
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Barbara Piwowarski  
Martha Popp  
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Mindy Price  
Marquita Redd  
Ted Robbins  
Kathryn Rutishauser  
Kafi Short  
Allan Slonim  
Elaine Sorem  
Steve Starkey  
James Stewart  
Margaret Tobakas  
Tae Veasy  
Jennifer Ward  
Christel Wendelberger

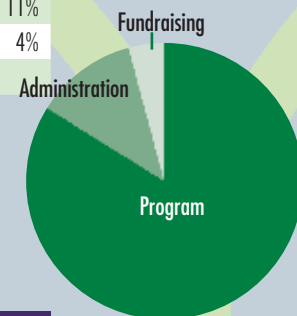
## 2012 GRANTS

The Brico Fund  
Charles E. Kulby Foundation  
Greater Milwaukee  
Foundation  
Herb Kohl Charities  
Lesbian Fund  
MAC AIDS Fund  
United Way of Greater  
Milwaukee  
Wisconsin AIDS Fund  
Women's Fund of Greater  
Milwaukee

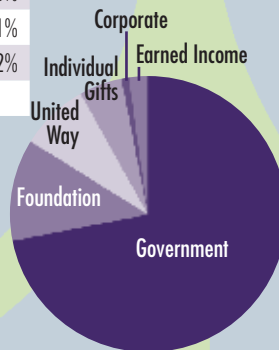
## 2012 CONTRACTS

Center for AIDS Intervention  
Research  
Centers for Disease Control  
and Prevention  
Jewish Family Services  
Milwaukee Health Department  
National Alliance of State  
and Territorial AIDS Directors  
Wisconsin Department of Child  
and Family Services  
Wisconsin Department of Health  
Services  
Wisconsin Minority Health  
Program

Expenses		
Program	\$1,236,169	85%
Administration	\$168,697	11%
Fundraising	\$52,484	4%
<b>TOTAL</b>	<b>\$1,457,350</b>	



Income		
Government	\$1,035,127	72%
Foundation	\$178,500	12%
United Way	\$120,168	8%
Individual Gifts	\$65,742	5%
Corporate	\$10,468	1%
Earned Income	\$21,960	2%
<b>TOTAL</b>	<b>\$1,431,965</b>	



# Program Highlights and Ti

Diverse and Resilient was founded by Gary Hollander in 1995 as a program to build the capacity of LGBT groups in Wisconsin. We have grown to be an independent nonprofit agency that employs 19 staff and serves over 5,000 LGBT people every year.

We do both capacity-building and direct-service work to address the health disparities experienced by LGBT people in Wisconsin.

Our work is focused on six priority areas: Acceptance, Cultivating Leaders, Mental Health, Sexual Health, Partner & Community Violence, and Substance Use.

**1995**

Diverse and Resilient launches as a program of Sinai Samaritan.

**1996**

D&R hosts its first one-day conference on the needs of LGBT youth.

**1997**

LGBT Youth Conference is expanded to a two-day statewide conference.

**1998**

D&R launches the first LGBT youth HIV prevention institute.

**1999**

LGBT Youth Development Leadership Advisory Council is formed to guide youth leadership efforts.

**2000**

Rainbow Alliance for Youth is launched to create and support LGBT youth groups across the state.

**2001**

D&R begins training Youth Development Specialists across the state.

**2002**

D&R incorporates as its own nonprofit agency and moves to an office on Brady Street on Milwaukee's East Side.

**2003**

D&R holds first LGBT Health Leadership Forum in Oconomowoc.

\$60K

\$137K

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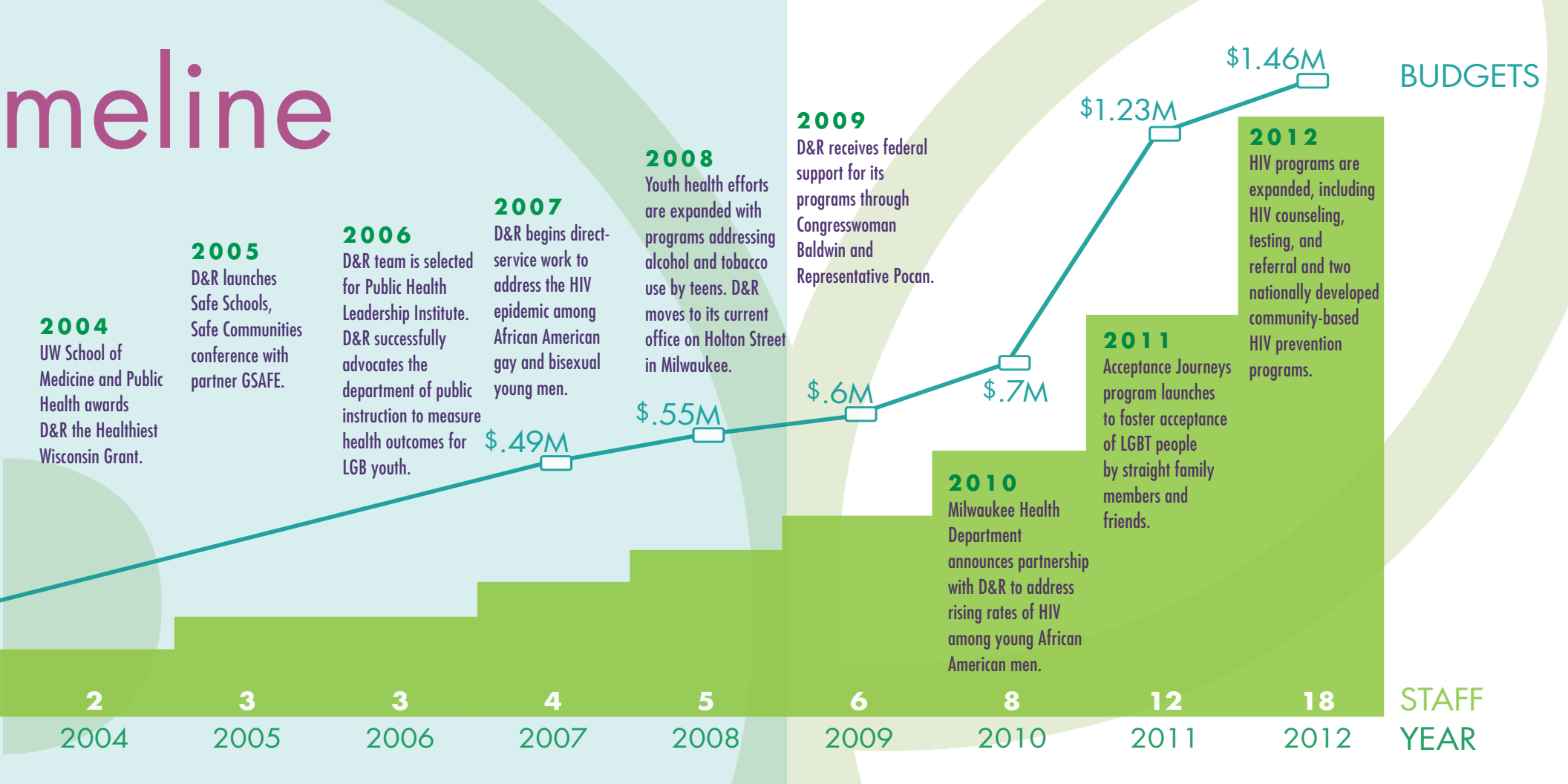
2001

2002

2003

# meline

## BUDGETS



**2004**  
UW School of Medicine and Public Health awards D&R the Healthiest Wisconsin Grant.

**2005**  
D&R launches Safe Schools, Safe Communities conference with partner GSAFE.

**2006**  
D&R team is selected for Public Health Leadership Institute. D&R successfully advocates the department of public instruction to measure health outcomes for LGB youth.

**2007**  
D&R begins direct-service work to address the HIV epidemic among African American gay and bisexual young men.

**2008**  
Youth health efforts are expanded with programs addressing alcohol and tobacco use by teens. D&R moves to its current office on Holton Street in Milwaukee.

**2009**  
D&R receives federal support for its programs through Congresswoman Baldwin and Representative Pocan.

**2010**  
Milwaukee Health Department announces partnership with D&R to address rising rates of HIV among young African American men.

**2011**  
Acceptance Journeys program launches to foster acceptance of LGBT people by straight family members and friends.

**2012**  
HIV programs are expanded, including HIV counseling, testing, and referral and two nationally developed community-based HIV prevention programs.

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18  
2012

STAFF  
YEAR



## Diverse and Resilient Staff

Chris Allen *Program Coordinator II*

Stefani Coleman *Program Coordinator*

Brenda Coley *Director of Special Projects*

Kristen Donat *Program Coordinator*

Jacob Dougherty *Data & Compliance Manager*

Mallory Edgar, MPH *WI Population Health Service Fellow*

James "Jazzy" Ford *HIV CTR Specialist*

Ronnie Grace *HIV CTR Coordinator*

Katie Hamm, MSW *Prevention Program Manager*

Anthony Harris *Program Coordinator*

Gary Hollander, PhD *President & CEO*

Chris Lee, *HIV CTR Specialist*

Laura Maker, MBA *Director of Development & Communication*

Ciera McKissick *Program Coordinator*

Erin Moore *Program Coordinator*

Marquita Redd, MFA *Executive Assistant*

Dylan Reilly *Data/IT Coordinator*

Kofi Short *Program Coordinator*

Dennis Wojciechowski *Program Specialist*

