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
### Income

<table>
<thead>
<tr>
<th>Source</th>
<th>Amount</th>
<th>Percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Government</td>
<td>$1,035,127</td>
<td>72%</td>
</tr>
<tr>
<td>Foundation</td>
<td>$178,500</td>
<td>12%</td>
</tr>
<tr>
<td>United Way</td>
<td>$120,168</td>
<td>8%</td>
</tr>
<tr>
<td>Individual Gifts</td>
<td>$65,742</td>
<td>5%</td>
</tr>
<tr>
<td>Corporate</td>
<td>$10,468</td>
<td>1%</td>
</tr>
<tr>
<td>Earned Income</td>
<td>$21,960</td>
<td>2%</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>$1,431,965</td>
<td></td>
</tr>
</tbody>
</table>

### Expenses

<table>
<thead>
<tr>
<th>Category</th>
<th>Amount</th>
<th>Percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Program</td>
<td>$1,236,169</td>
<td>85%</td>
</tr>
<tr>
<td>Administration</td>
<td>$168,697</td>
<td>11%</td>
</tr>
<tr>
<td>Fundraising</td>
<td>$52,484</td>
<td>4%</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>$1,457,350</td>
<td></td>
</tr>
</tbody>
</table>

### 2012 DONORS

**Diverse Donors**
Gfts 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 Daffer & Kate Zbella
- Bill Radler

**Sustaining Donors**
$500 to $999

- Julie Bock & Matt Bymes
- Ann Carter
- Helmut Hampel
- Jim Miermans & Bill Hammer
- Sarah Morgan
- Mark O’Neal & Todd O’Leary
- Joseph Pabst
- Sheryl Scott & Leigh Walper
- Jan Singer
- Barbara Stein

**Supporting Donors**
$250 to $499

- Blanche Barr
- James Bors
- Brenda Caley & Sandra Jones
- Jacob Dougherty
- Herb Kohl
- Tim Kuehne
- Sylvan Leibman
- Scott Leonard
- Jamin Mason
- Ciera McEisick
- Diane & Scott Pollard
- Dylan Reilly
- Mike Ryan
- Edward Seaberg
- David Seif
- Mary Snow
- James & Tamarra Strouse

**Encouraging Donors**
$100 to $249

- Cathy Arney
- Mark Behar
- Pot Bognerschuetz
- Jackie Boyton
- Monica Cummings
- Josephine Cusma
- Fai DeMark
- Rachel Federlin
- Joshua Fehn
- Jenny & Mike Grynowicz

**Friends**
Gifts under $100

- Kathy Hann
- Andy Holman
- Carol Justin
- Maureen M. Kane
- Merry & Kathy Krings
- Velvet Moore
- Randy Neff
- Cynthia Rice
- Dan Riedl
- Joseph & Mary Shea
- Carrie Silberg
- Tanna Stark
- Geoffrey Swain
- John Tomlinson
- Melissa & Erik Uglund
- JaniceWarren
- Lance Weinhardt
- Cathy Widen
- Thomas Zander

- Thomas DeCicco
- Sharon DePue
- Neysa Eichinger
- Patrick Farrell
- Barbara Federlin
- James “Jazzy” Ford
- Tony Furtan
- Patricia Frank
- Tom Gauthier
- Jake Goodman
- Ronnie Grace
- Elina & Lloyd Hickson
- Brian Juchems
- Dennis Kohler
- Lutheran Campus Ministry
- Jean & Dave Miller
- Barbara Piworski
- Martha Popp
- Jenny Pressman
- Mynda Price
- Marquita Redd
- Ted Robbins
- Kathryn Rutshouser
- Kofi Short
- Allan Slonim
- Elaine Sorem
- Steve Starkey
- James Stewart
- Margaret Taboka
- Tae Vassy
- Jennifer Ward
- Christel Wendelberger

**2012 GRANTS**

- The Brico Fund
- Charles E. Kolby 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

### 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
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.

Program Highlights and Timeline

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.


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

1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1
Program Highlights and Timeline

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.
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