

2020



The Source LGBT+ Center
Annual Report

Board of Directors

Thank you all, for your continued support in these very challenging times.

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Spencer Salazar - Trans Program Coordinator

Joseph Vicenti - Program Assistant



Resilient.

I will never forget the meeting we had in March to tell staff we were going home and didn't know when we would be coming back. We didn't know how we would continue support groups, or engage people in Census efforts. How would our Leadership Academy travel this summer? How would our transgender community meet to support one another? How would our clients living with HIV get the case management and peer support they need to thrive? These thoughts were brushed aside quickly by the firm belief stay at home orders would be temporary.

As 2020 continued and the numbers of COVID deaths increased, our staff worked tirelessly to create community in online spaces. All of our groups moved to a virtual format, Pride Inside was born, we continued to meet clients in our parking lot for HIV testing and began delivering food boxes. We partnered with Sierra Health Foundation and The Center to distribute over \$85,000 to LGBTQ+ people who needed emergency aid. We deepened our self care practices and offered Mental Health Mondays to people weekly on Facebook Live. Our first Halloween Gala was hosted online and we were able to engage our community in a costume contest and virtual escape room.

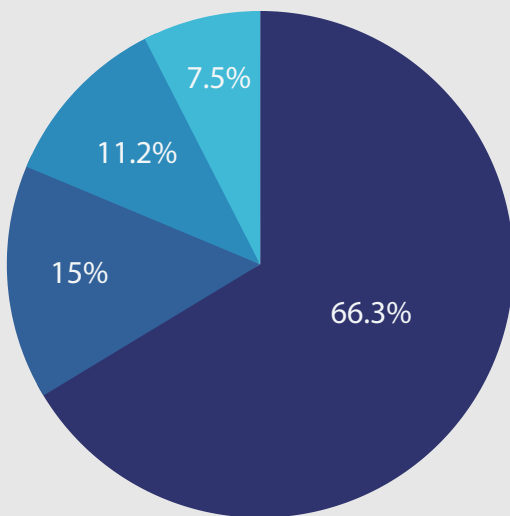
What we have learned is that we are stronger together. The Source LGBT+ Center is a place our community looks to in times of uncertainty. We deepened relationships with folks we have known for years and met people we didn't know because they needed support. We grew to meet the needs of our LGBTQ+ community and worked with them to develop our organizational Theory of Change. This roadmap centers community needs and will drive our work for years to come.

Thank you for your support and trust during this difficult year. Thank you for showing up to groups, and events. Thank you for delivering food boxes. Thank you for telling your friends and family we can help with emergency assistance. Thank you for continuing to get tested for HIV. Thank you for building a better community for LGBTQ+ people in Tulare and Kings Counties.

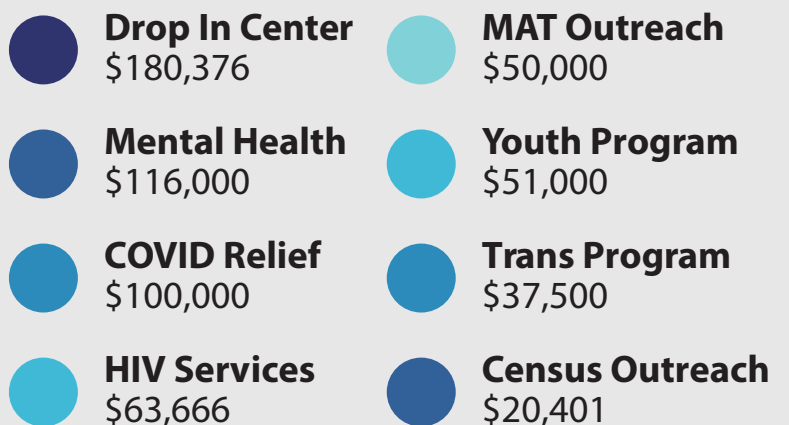
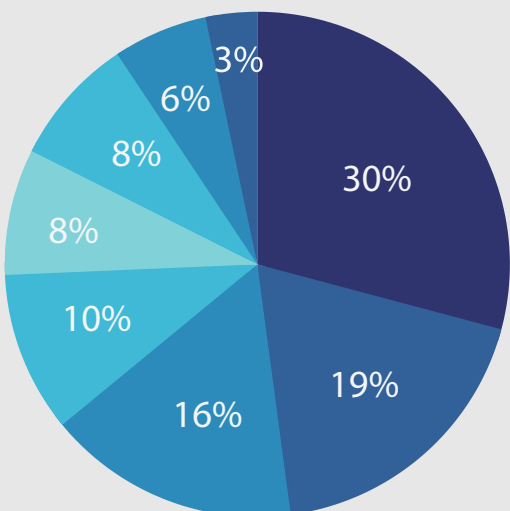
-Brian Poth (he/him), Executive Director

Financials

Total Revenue: \$658,017



Program Related Costs: \$618,943



"2020 was a year that showed us the strength of community to support The Source and the people we serve."

-Nick Vargas, Director of Development and Strategy

Community Support: \$98,438

-  **Peer to Peer**
\$31,887
-  **Haloween Gala**
\$22,157
-  **Give Out Day**
\$18,269
-  **Facebook Fundraisers**
\$17,290
-  **Pride Inside**
\$8,835

Net Assets: \$39,143

Net assets are carried over to the next fiscal year and a portion is placed into a prudent reserve to cover up to 3 months of emergency operational expenses.

In 2020, we were shown firsthand the strength of the community and their willingness to support The Source and the people we serve. COVID-19 cancelled our largest fundraising events and ravaged our local economy. In response, we made drastic changes to our fundraising plans. Initially, our fundraising outlook looked dire — our capacity was set to be cut in half and we had to make some very difficult decisions. But because of the support of our community of donors, sponsors, and funders — that didn't happen. We saw an increase in donations, event revenue, and overall support. As a result we met the moment with the resources to save lives and uplift our communities.

COVID-19 exacerbated the effects of poverty, homelessness, food insecurity, and access to healthcare that LGBTQ+ people already faced prior to 2020. There was so much need and we met all of it because of the unprecedented support of our donors and supporters.

Pride Visalia was postponed and moved to a virtual format with our first-ever Pride Inside. Our community came out to support in a way we could never have imagined. More examples of the abundant support in 2020 include the response to our inaugural Halloween Fundraising Gala. It was originally slated to be an in-person event in October. We made the decision to pivot to a virtual event in the early summer because of then-current CDC and State guidelines. We surpassed our original in-person goal for the event by 100%.

We did however make the decision to not have our quarterly Drag Queen Bingo events and we also cancelled smaller fundraising events in the spirit of health and safety. This had a significant impact on our budget, but direct donations, birthday fundraisers on Facebook, and employer gift matching bridged the budget gap.

We're grateful for 2020 in that it demonstrated our community's commitment and belief in the work of The Source. This organization has been a community driven effort from the start and the community has voted to keep the mission going strong with their contributions. We will see what 2021 holds for our fundraising efforts and what form they will take. We are hopeful that our community will again ensure that we have the funds and resources to help our LGBTQ+ community for next year and years to come.

Nick Vargas (he/him)

Director of Development and Strategy



Despite the challenges that we were all faced with, 2020 was yet another year of tremendous growth for the HIV Program at The Source. On March 13, 2020, we closed our doors to the public for the health and safety of our clients and staff, but we never stopped providing services. We had to adapt.

In place of our weekly free rapid HIV testing event, Free Test Friday, we began providing free at-home rapid HIV testing kits to our clients. We transitioned our HIV social+support groups to a virtual platform where clients could safely log in from home for support and socializing with others. This virtual model increased access to programs for many people and we immediately saw an increase in participation.

Clients enrolled in ADAP (AIDS Drug Assistance Program), PrEP-AP (Pre-Exposure Prophylaxis Assistance Program), and health insurance assistance programs never lapsed in coverage thanks to eligibility extensions and our ability to meet with clients virtually and obtain required documents and E-signatures over secured platforms.

On July 1st we began offering housing assistance, nutritional assistance, mental health services, and case management services to people living with HIV in Tulare County. This was made possible thanks to our new Ryan White Part B sub-grantee status. The addition of this program immediately increased our client count by 40%, and now our client count is up almost 300% compared to this time last year.

Thanks to funding from AIDS United, we will begin offering additional social+support groups for people living with HIV. These groups will include HIV+Substance Abuse Recovery, a Women's HIV Social+Support group, and an open HIV Social+Support group for people living with HIV and their partners/family.

2021 will also start with the addition of our new program Drug Outreach Prevention Education. This program was designed to integrate with our HIV program. We will provide outreach education to help reduce and raise awareness of Substance Use Disorder (SUD) and Opioid Use Disorder (OUD), as LGBT+ folk are disproportionately affected by and have higher rates of SUD/OUD.

We will also be providing free rapid Hepatitis C (HCV) testing, harm reduction counseling, and referrals to Medication-Assisted Treatment (MAT) services. Last, and certainly not least, 2021 will launch our new pharmacy program. Oftentimes, local pharmacies do not carry specialty drugs in stock. Those on PrEP, living with HIV and other chronic illnesses sometimes go without meds while pharmacies re-order their supply when it's time to refill.

The Source has partnered with a reliable pharmacy where clients can enroll and have their medications sent to them early each month, alleviating the stress and worry of going without life-saving medications. Clients can opt-in to have their prescriptions mailed to their home address, physician's office, or The Source and can pick it up at our office. We never recommend something without trying it ourselves first, and we can say from personal experience that it is time saving and reliable.

-Dean Jackson (he/him), Program Director, HIV Services

January

06

The Source LGBT+ Center has grown to 10 employees. We had our first kickoff meeting of the year to vision together and talked about shared goals and values. 2020 will be a year focused on team building, trust, and accountability. Our work with the ARCUS Foundation will include safety, inclusion, and protection for queer and trans folx in Tulare County.

09

Our free rapid and confidential HIV testing expanded to Kings County thanks to a partnership with Gamma Mu Foundation. We look forward to “getting to zero” by educating our community about safer sex practices, PrEP (pre-exposure prophylaxis), and PEP (post-exposure prophylaxis).

19

Drag Queen Bingo at Cellar Door. This event is always sold out and this was no exception. With 2 shows and over 250 attendees, you helped raise over \$11,000.

23

Our Transgender Education Night was a chance for over 25 community members to learn more about our trans and gender non-conforming folx. This community conversation focused on faith communities and acceptance. Rev. Suzy Ward spoke of her personal experience, acceptance, and advocacy for the trans community in and around Tulare County.

January

21

The first confirmed case of coronavirus in the United States is a man in his 30s who had recently traveled to Wuhan, China.

February

04

Woodlake High School GSA toured The Source and met with Executive Director Brian Poth and Chris Records from Equality California to talk about student safety and inclusion. Tulare County is a focus area for the Safe and Supportive Schools Project. Inclusion and acceptance at school can ensure positive outcomes for Tulare County LGBTQ+ youth.

08

Thrive Youth Wellness Summit: The Source LGBT+ Center in partnership with The California Endowment, Latitude Foundation, and ACT for Women and Girls hosted an all-day Youth Summit focused on mental, physical, financial, and spiritual wellness. Pockets Change also provided workshops to youth with a hip-hop twist."

13

The Source hosts its first Census Happy Hour at Cellar Door to outreach and educate about Census 2020. LGBTQ+ people are considered hard to count populations because of many intersecting social factors.

26

Our Transgender Education Night was a chance for over 20 community members to learn more about our trans and gender non-conforming folx. This community conversation focused on proper pronoun usage and its importance in validating the identities of trans folx.

February

02

U.S. implements mandatory 14-day quarantine for all American travelers from China. Foreign nationals, other than immediate family members of U.S. Citizens who have traveled to China in the previous 14 days, will be denied entry into the U.S.-Delta, American, and United Airlines each announce plans to suspend all flights to China within days.

March

06

Our F1RST FRIDAY art show featured over a dozen local trans and nonbinary artists celebrating and uplifting the trans experience in honor of Transgender Day of Visibility.

05

Transgender Activist Ebony Harper traveled from Sacramento to speak to our Leadership Academy about her work in philanthropy, her activism at the state level, and her new state-wide Transgender Health Collaborative. #BlackTransLivesMatter

12

The Source began online virtual programming using Facebook Live to engage our community and provide connection to those who are unable to visit the center in person.

13

Breonna Taylor, a Black medical worker was shot and killed by Louisville police officers during a botched raid on her apartment. Her murder will prove to be one of the main drivers of wide-scale demonstrations that erupt over policing and racial injustice in the United States.

17

Due to COVID-19, The Source closes to the public and moves to online programming. All staff begin working from home and following stay at home orders.

March

II

The World Health Organization declares coronavirus a pandemic, meaning the disease is having a global impact. President Trump orders a 30-day travel ban for parts of Europe, beginning at midnight on Friday, Mar. 13. The President also orders the Treasury Department to defer tax payments without penalties or interest.

April

10

The Source LGBT+ Center begins partnering with Food Link to support LGBTQ+ people with nutrition assistance with Food Box Friday.

17

In an effort to keep people safe and following strict guidance from the state, Pride Visalia is postponed and reorganized to a virtual event by the Pride Committee.

23

Dean Jackson, HIV Program Director is selected to serve a 3 year appointment to the California Department of Public Health/Office of AIDS California Planning Group.

27

Noah Deeds and Bev Anderson begin weekly Mental Health Mondays to address our community needs, reduce isolation, and highlight resiliency strategies during the pandemic.

29

Spencer Salazar hosts our Transgender Education Night on Non-binary Identities. This was our first Trans Ed Night done virtually.

April

07

Roughly 95% of all Americans are under lockdown, as 42 states issue stay-at-home orders.

May

14

The Source LGBTQ+ Center in partnership with Tulare County MHSa begins to develop an LGBTQ+ Mental Health Needs Assessment to survey queer and trans folk in Tulare County and address disparities to offer targeted training solutions through Connectedness 2 Community, an MHSa Innovation Project.

23

Pride Inside is the first of its kind virtual event for The Source LGBTQ+ Center. Celebrity guests, drag queens, and community members highlight their Pride while honoring our first responders and those who have lost their lives due to COVID-19.

24

Token Farms hosts a fundraiser for The Source LGBTQ+ Center called Pot with a Purpose raising over \$2,400 for our COVID Relief efforts.

25

On May 25, 2020, George Floyd, a 46-year-old black man, was murdered in Minneapolis, Minnesota when a white police officer knelt on Floyd's neck for over nine minutes after he was handcuffed and lying face down. Two other police officers prevented bystanders from interfering. Floyd's murder led to worldwide protests against police brutality, police racism, and lack of police accountability.

27

The Source begins distribution of \$85,000 in COVID Relief to LGBTQ+ people and their families.

30

In response to the murders of George Floyd and Breonna Taylor, Black Lives Matter Protests begin on the corner of Mooney and Caldwell.

May

21

The number of global COVID-19 cases surpasses 5 million.

June

23

The Source hosts another Virtual Census Happy Hour and celebrates the historic gains that LGBTQ+ people have made in Tulare County. Over 80% of LGBTQ+ folx had been counted as of this Happy Hour!

25

Brian Poth, our Executive Director, attends an Executive Director “Boot Camp” put on by Samantha Swaim and CenterLink, both leaders within the fundraising and LGBTQ+ non-profit world.

28

The Source meets with EQCA in order to start a campaign around LGBTQ+ mental health during COVID-19 and the services that are available across California for those struggling.

30

The Source Participated in the Annual National LGBTQ+ Non-Profit fundraiser “Give OUT Day” and won the top prize in our category for the 3rd year in a row.

June
28

The number of global COVID-19 cases surpass 10 million, and global deaths surpass 500,000.

July

01

The Source LGBT+ Center inherits the Ryan White HIV Supportive Services Program from Family Services of Tulare County. The program provides rental assistance, emergency aid, medical assistance, and nutrition for people living with HIV.

15

The Source LGBT+ Center is named a regional lead in our area for the Out 4 Mental Health Task Force, a 3 year project to improve outcomes and access for LGBTQ+ people in California.

20

The Source staff and volunteers reorganize the drop in center space to serve in person clients and move all staff to separate offices.

30

Turn Up The Vote Voter Engagement Campaign begins in partnership with Dulce Up Front and LGBTQ+ youth and allies in the Central Valley. Folx design their own messaging to encourage voter participation and



August

06

The Source LGBTQ+ Center staff completed 6 hours of Anti-Racism Training facilitated by the Diversity and Resiliency Institute of El Paso- a project of Borderland Rainbow Center. Topics included White Supremacy, Microaggressions, Privilege, Systematic Oppression, and challenged our team to dig deep and look at the ways that racism informs the systems we are working to change.

13

Nick Vargas, Director of Development and Strategy, along with the fundraising team attended the Elevate Fundraising Conference. Elevate is a must for organizations looking to make an impact and raise money. This year's conference moved to an online platform because of COVID-19 safety guidelines.

27

Executive Director, Brian Poth joins the California LGBT Health and Humans Services Steering Committee. This committee oversees the Out 4 Mental Health LGBTQ+ innovation projects throughout California and hosts a once a year statewide convening for LGBTQ+ community leaders and advocates.

August
15

The FDA issues an EUA for SalivaDirect, a test developed by researchers at the Yale School of Public Health that is less invasive compared with the current standard nasal swabs. With shorter wait times not affecting test sensitivity, labs can reportedly run 90 test samples, which are collected in sterile containers, in under 3 hours.

September

20

The Source LGBTQ+ Center partnered with Family Builders to train their staff and resource families in Trans 101. Understanding the difference between sex, gender, and sexual orientation is vital to the process of being an ally to our trans and gender nonconforming youth in the foster care system. Spencer Salazar, Transgender Program Coordinator facilitated this ongoing training for a wonderful community partner.

23

The Source hosts its quarterly Transgender Education Night. More than 20 attendees learned the importance of combating transphobia in their communities, schools, and homes.



September

02

The WHO strongly recommends steroids for seriously ill COVID-19 patients.

October

01

Nick Vargas interviews Dr. Guerra, an Infectious Diseases Specialist, from Family Healthcare Network on our Virtual Center to give our community an update on COVID-19.

17

Over 200 people engage with or attend our first Halloween Gala, "Escape to Oz". It's a virtual night of food, sponsor messages, heartwarming stories, auctions, a costume contest and escape room. All with a Wizard of Oz theme. You helped raise over \$80,000 for our programs and community.

26

AIDS United People Organizing Positively (POP) grant award notification!



October

23

The US enters its third surge of coronavirus cases, the beginning of its deadliest phase yet.

November

09

Source directors attend a retreat in order to envision what the next year will look like. Focuses for the center and its staff are refined so as to allow staff members to work within their geniuses.

18

Longtime partner of The Source, AIDS United, awards us the “People Organizing Positively” (POP) Grant award! This grant will help The Source fund its HIV Programs and support our peer support, ADAP, and Food Box Friday programs.

10

The Source was awarded funding in grants for our new Drug Outreach Prevention Education project, COVID Outreach Project, and several EQCA grants for the following year.

18

AIDS United People Organizing Positively (POP) grant award notification!



November

09

Global cases top 50 million.

December

01

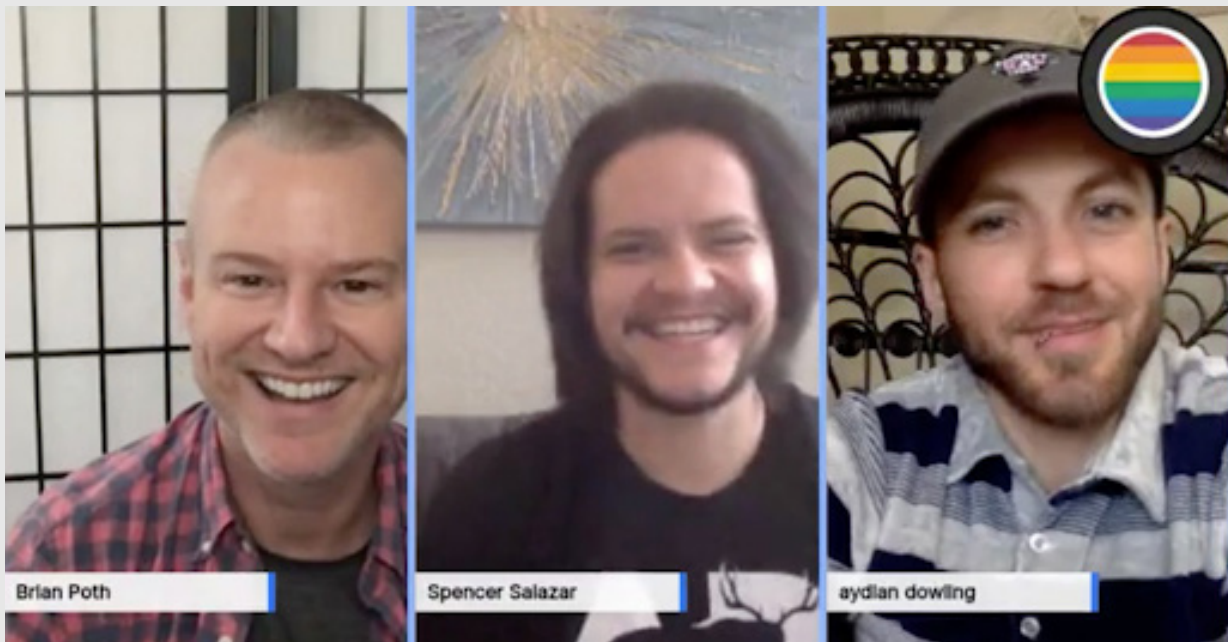
The Source recognizes World AIDS Day and goes live on our virtual center several times to discuss the impact of AIDS on the LGBTQ+ community and the services that our HIV Programs provide free of charge to those living with HIV in our community. This day also marks "Giving Tuesday" which is a national day of fundraising for non-profit organizations.

11

The Source interviews Aydian Dowling on our Virtual Center with our Trans Program Coordinator, Spencer Salazar, and our Executive Director, Brian Poth! Aydian Dowling is a trans social media influencer who started the clothing and binder organization "Point of Pride" which

15

Spencer Salazar provides Trans 101 training to our close partner, Token Farms. Token Farms is BIPOC and LGBTQ+ led and has provided multiple "Pot with Pride" events that helped fundraise for The Source LGBTQ+ Center.



Top 20 Donors

Anonymous
Kathryn Hall
Herb & Dale Simmons
Ruth Golombek
Stephanie Franco
Cody Jaques
Jim Reeves
Adrienne Hillman
Gailerd Swisegood
Sandra Salazar
Cory Jaques
Ryan & Katia Clark
Jonathan Hanousek
Mary & Tony Calcagno
Jessica Morrison
Anya & Erik Armstrong
Joseph Leahy
Ann Townsend
Kristin Ainley
Mistie Webb

Top 20 Sponors

Anthem Blue Cross
Family Health Care Network
Gilead
Horizons Foundation
Bank of America Corporate Giving
Token Farms
Tucoemas Federal Credit Union
Kaweah Delta Health Care District
SoCal Gas
CenterLink
J.D. Heiskell & Co.
Ford Foundation
Mighty Cause
Wonderful Giving
Walmart Store 5394
ACLU Northern California
Bank of the Sierra
Cal Water
Sempra Energy
V-Town Derby Dames

Top Funders

Arcus Foundation

Tulare County Health and Human Services

Sierra Health Foundation

The California Endowment

San Joaquin Valley Health Fund

AIDS United

County of Kings

California Department of Public Health

Equality California

Gamma Mu



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