

**Annual Report**  
**LGBT Center of the Seven Rivers Region**  
**January 2013**

**From the President**

**Dear Friends,**

I am honored that the Board of Directors has entrusted in me the leadership responsibilities for The LGBT Resource Center for the Seven Rivers Region, Inc. It's a pleasure to be back among you after a hiatus of some five years.

The last six months have been challenging but for all the challenges, opportunities have materialized as well. The board has responded skillfully to the challenges and has seized the opportunities to position the Center to be a robust representative of the area's LGBT community in the coming year.

The financial challenges were distressing but we acquired the capacity to trust each other and the community and know the work we do is important.

We also learned from the experience that we are so blessed to have so many people in the community unconditionally supporting the Center. I want to thank each of you who so graciously responded to our plea in July. Thanks to your financial contributions, the Center has regained financial viability.

The challenges we encountered compelled the board to examine and recommit to the mission and vision of the Center. We identified activities that best fulfill our mission, and we dedicated ourselves to making the Center more robust and resilient.

Our mission remains nearly the same as the original mission established nine years ago: the Center is a voice and presence promoting understanding and building connections regarding sexual orientation and gender identity. Our vision is to become a recognized leader regarding sexual orientation and gender identity issues, advocating and collaborating for equity, dignity and full human rights for all.

In order to fulfill its mission, board members agreed a priority for the Center in 2013 will be protecting and advancing the civil rights of LGBT people through education and advocacy. To that end, we have committed ourselves to strengthening our relationship with statewide efforts in Wisconsin and Minnesota to advance these civil rights; strengthening our relationships with elected officials; building coalitions with other social justice organizations; and participating in educational projects.

We also are committed to continuing the GALAXY group for area youth, ages 13-20, as well as the weekly Adult Drop-In for those seeking information and community.

I want to remind everyone, too, that the Center is your Center. It is a safe, nonalcoholic and nonsmoking space that we encourage Center members to use for support groups, book clubs or other activities.

We will be seeking a part-time executive director this year to work with the board to achieve its goals and manage the Center. We hope to have someone on board by the end of February.

With that being said, we also need the active participation of community members. We have a variety of opportunities at the Center for those wanting to contribute their time and talents. We always welcome those who want to be board members, committee members, volunteers to staff the Center and perform various other necessary tasks, and those willing to help with short-term projects. I invite each of you to consider what you can contribute to the Center this coming year and contact me so you can find your niche at the Center.

It's another chapter in the Center's existence, which will observe its 10<sup>th</sup> anniversary in 2014. Something to look forward to celebrating! We hope you'll connect with us and help us move forward.

Sincerely,

Cindy Killion, President

## **Services**

### **GALAXY**

For most of 2012 GALAXY met Tuesdays and Saturdays under the leadership of Rosanne St. Sauver and Mikey Deml. Typical attendance was four to twelve youth per meeting. Each meeting features a discussion or activity that fosters education and mutual support. Topics include identity categories of sexual/gender minorities, dating, LGBT history, eating disorders, interpersonal communication, coming out, and bullying. GALAXY held its annual ball, this year a celebration of GALAXY's Sweet 16. Events GALAXY youth planned and attended beyond the weekly meetings included an overnight lock-in, conference of local GSA's, visit to a retreat center in Minnesota, and the UWL drag show. Mikey Deml conducted research into the effects that GALAXY has had for its members. With Mikey's and Roseanne's departures at the end of the year, GALAXY is presently on hiatus. We are actively seeking new leadership for the program and hope to do outreach for new participants in early 2013.

### **Adult Drop-In Group**

Adult Drop-In provides any adults a safe space for finding community and sharing concerns. It is a social group offering attendees the chance to form contacts and friendships. It is especially useful for people new to the area, people just beginning to explore LGBT identities, or those coping with stress due to issues of sexuality or gender. Rosanne facilitated this group most of 2012. It is currently being facilitated by Board volunteers.

### **Center Open Hours**

The Center has had to reduce its hours due to our financial crisis. The board has tried to make sure that the Center was open at least from 11 to 3 each weekday.

Board members volunteered to staff the Center through July and August. Since September a regular group of volunteers coordinated by Melanie Stebbins has staffed the Center reception desk. The volunteers enable the Center to maintain information and referrals, coordination of Center business, and access to the Center's informal drop-in space and library.

### **Elder Network**

The LGBT Elder Network is a working group of the Center that began meeting in June; members are specifically focused on meeting the needs of LGBT elders in the Seven Rivers Region. The focus of the LGBT Elder Network is three-pronged:

- ❖ Provide resources, training, and support to service providers and professionals who work with LGBT Elders to ensure culturally competent care.
- ❖ Identify our elders; ascertain their self-identified needs, and work to creatively meet those needs through the work of the Network.
- ❖ Partner with the Center, GALAXY, and others to continue to build intergenerational community within the LGBT community in the Seven Rivers Region.

The group hosted an intergenerational pie social in May with special guests Joy Holthaus, a founding mother of the Center, and June Kjome, one of the Center's best-known allies. The Elder Network is working with Noreen Holmes, director of the La Crosse County Aging Unit, to provide a six-hour training in May to caregivers and those working in nursing homes, assisted living homes, and home-care providers using a curriculum developed by the producers of the film "Gen Silent." Anyone interested in working with the Elder Network group can contact Cindy.

### **Gay Friendly Professional Network**

This after-work social gathering occurs on the first Thursday of the month at Nell's. All gay friendly folks are welcome to share beverages, appetizers, and good company. Business owners and professionals are invited to circulate their cards and explain the services they offer to members of our community.

### **Other Groups**

Former groups such as PFLAG, LGBT Parenting Group, LGBT Recovery Support (GLENDA), Guys' Night Out, and Transgender Support Group are not currently meeting. The Board welcomes resumption of these and beginning new group offerings depending on individuals volunteering to coordinate and publicize meetings.

## **Events**

### **For the Love of Art**

Annual February sale of donated artworks.

### **Progressive Dinner**

Annual community social event. Thanks to Patty and Greg Martin, Marilyn Huckenpoehler and Lynn Wolter, Allen Beatty and for opening their homes for appetizers and fish taco entrees.

### **Pride Along the Mississippi**

Vendors, stage entertainment, Mississippi River Boat Cruise, and other events planned and put on by the Pride Committee.

### **Coming Out for Equality Rally and Gala**

Coordinated to take place near National Coming Out Day, the rally includes a march along the bridge from downtown La Crosse to Onalaska. Later that evening, Center supporters gather for a banquet and silent auction.

### **Holiday Open House**

Gathering at the Center to share appetizers and holiday baking.

### **Regional Neighbors Soirees**

For the past two years, Ann Kramer and Judy Schultz, residents of Southeast Minnesota, supported by a volunteer committee, have invited their neighbors to a fund-raising soiree in support of the Center. See a further report under development committee. The Center would love to help volunteers coordinate get-togethers for other local areas.

## **Advocacy & Outreach**

### **Contacts with Statewide LGBT Groups**

Marti Lybeck attended a webinar on PFund's work on organizing outside of urban areas. Representatives of FairWisconsin attended our Coming Out for Equality Events.

### **Outreach for Competent Services**

The Center co-sponsored a conference for law enforcement personnel on transgender issues. The Elder Network is networking with local agencies that provide services to seniors.

### **Advocacy Volunteers**

As part of our new focus on advocacy, the center would like to designate one or more volunteers to focus on keeping LGBT issues in the public eye. Their work would facilitate the Center's input into local controversies and issues of LGBT interest through new and traditional media.

### **Outreach Committee**

Last January the Outreach Committee began meeting on a monthly basis. At first the Committee concentrated on two previous projects—outreach to schools and mental health providers. However these projects overlapped with the work of

others. Mikey Deml joined the Committee to help coordinate better. Mikey sketched out an extensive outreach plan about the time that Center transitions made outreach difficult. In November we had a great meeting, promised fealty and chose to concentrate on outreach to youth, a passion for the current Committee members. We are in the process of creating a mission statement and plan for contacting schools, libraries, and family centers.

### **Website and Social Media**

Our redesigned website is geared to facilitate on-line donations and memberships. It will also give greater visibility to Center events. Thanks to Mary O'Sullivan for coordinating and updating the website. Thanks to Blythe Newburg for coordinating our contact with supporters through our newsletter and social media posting.

## **Organizational Transitions**

### **Board**

The year began with seven members on the board; it was reduced to five members by the end of July with the resignations of Cory Malles and Violetta Iguchi. Marti Lybeck stepped down as president in July. The board elected Cindy Killion as president in July, and the board members began recruiting new members so the board now has nine members, four of whom will be presented to the membership during the annual meeting. Kim Hammer is leaving the board, having served her two-year term. So the board will begin 2013 with eight members. The Board participated in two retreats this year, one in July and one in December. Beth Hartung, executive director of Options Clinic, facilitated both retreats. The Board refined the Center's mission and vision statements, and identified short-term goals as well as long-term goals. The board is developing and revising policies needed to make the Center more effective and efficient.

### **Financial Management**

Strapped for cash and seeing few revenue sources in the near future, the board had to make a difficult decision in July. We had to prioritize: What action would provide the most benefit to our community? The Board decided that keeping the Center open was its priority. We sent out a financial plea in July. Along with a sizable grant from the La Crosse Community Foundation, the Center regained financial viability by the first of December. Financial practices have been improved under the leadership of our new Treasurer, Wesley White.

### **Staffing**

Unfortunately, keeping the Center open meant we had to lay off Executive Director Rosanne St. Sauver. During her five years with the Center, Rosanne was an outstanding representative of the Center and the LGBT community, and the board is indebted to her for her exceptional dedication to the Center and the community. As difficult as the action was to take, the board recognized that it

provided an opportunity to revisit the Center's vision and mission as well as reorganize to better fulfill the Center's objectives.

### **Volunteers**

A volunteer coordinator position was established, which currently is being filled by Melanie Stebbens. Melanie has assembled a cadre of committed volunteers who now are staffing the Center so it can remain open during the transition from a full-time executive director to a part-time executive director. Melanie has provided training for the volunteers so they are equipped to answer questions, make referrals and provide information to those visiting the Center. Melanie is to be commended for the time, energy and commitment she has made to the Center.

### **Committees**

The committee structure was refined to better achieve the new mission and vision. The Board now has three committees: an Outreach Committee, responsible for partnerships, connections, newsletter, social media; a Development Committee, responsible for events, membership, donor relations, sustaining support; and a Grants Committee, responsible for finding and writing grant proposals. A board member will chair each committee. We are seeking committee members from the community we serve so each committee can create its charge and begin functioning.

### **Community Survey**

The board thought it wise to distribute a survey to better gauge the community's perceptions of the Center and learn from our constituents how they envision the role and purpose of the Center and what they want the Center to continue and/or initiate. The survey was circulated in October. Nearly 40 people responded, and we thank all of those who responded. We aggregated the anonymous responses and used the data to guide our decisions in the board's December retreat. We learned that our community values the Center: it provides a safe space for people to meet; it provides resources and information on LGBT issues and events; and it educates and advocates on behalf of the LGBT community and its allies.

The community also wants the Center to be more involved in the community at-large, to initiate more networking in the community, and to do more advocacy and provide leadership on current challenges facing the community. Those responding also indicated they want more transparency and communication. Accordingly the Board will pursue these goals: working with Fair Wisconsin to put domestic partner benefits on the city's agenda and networking with other social-justice organizations to propose the creation of a Human Rights Commission in the county. Cindy, as President, will take the lead on achieving these goals in 2013. Thanks to Violeta Iguchi, a former board member and coordinator for the Greater La Crosse Area Diversity Council, the Center now is an honorary council member. We also intend to become more active in the La Crosse County Prevention Network as well as the Coulee Council on Addictions.

## **Space**

The Center has been cleaned and rearranged so it is more welcoming and is more representative of a professional organization. Several people have come forward to help with the project; an area rug was donated for the front portion of the Center, a nice, big Toshiba television set on a stand was donated and a beautiful oak desk was contributed. The Center still needs some attractive furniture to complete the transformation.

## **Finances**

### **Development Committee**

Following the dissolution of the Marketing/Promotions committee, we served in an advisory capacity around publicity that could have an impact on donations and public perceptions of the center. During the time we had an executive director, we assisted with several minor fundraising efforts, and promoted increased accuracy with regards to the financial recordkeeping. The Committee met to plan a second “Ask Event” and concluded the timing was not good due to Center transitions. We then coordinated the paperwork for the 2012 Pledges made by attendees of the 2011 Ask Event. The goal for the 2013 event is to get 40 people to pledge contributions over three years. If you’re interested in joining the Sustainer’s Circle, please consider attending the event this year. The Committee worked with several volunteers to put on the annual Southeast Minnesota Soiree hosted by Ann Kramer and Judy Schultz in their home in Houston in September. The committee worked closely with Wesley White, the board’s new treasurer, to implement PayPal as a method for donors to make contributions and pay membership fees and with Michael Deml, a Center intern with GALAXY, to host a reception for Marilyn Levin in November.

### **Grants Committee**

The Grants Committee expanded in numbers of members and in numbers of grants this year. Alice Benson, Marti Lybeck, Cindy Killion, Brian Utley, Wesley White, Mary O’Sullivan, and Sandra Krajewski contributed to grant writing in 2012. The committee formulated a calendar of funding possibilities to track our requests. For the first time, we sent funding requests to the philanthropy committees of local companies. The committee submitted seven major grant applications (the Elder Network submitted two of these) for a total of \$43, 799. Two of these were partially funded for a total of \$20,100. The others were not funded.

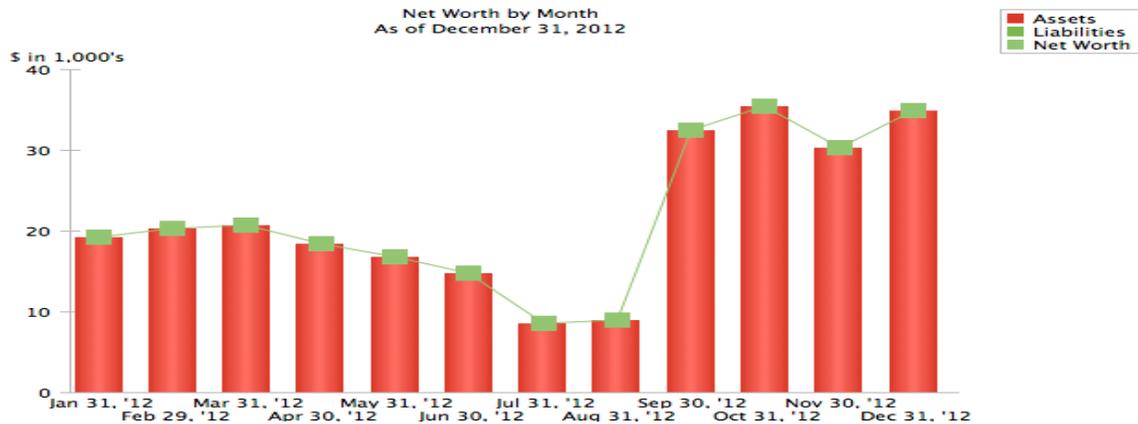
### **Annual Financial Documents and Treasurer’s Report**

There have been several transition points during 2012. We have changed financial institutions from Wells Fargo to Altra and are now using QuickBooks for our record keeping. Our checking account handles bill payments, our savings account sequesters grant money and other designated funds until they are needed, and our Pride account is overseen by Mikel Hampel. We have established a PayPal account so we can receive membership and other gifts via credit card at our

website and events (and even here at our Annual Meeting where you are reading this report).

At the beginning of the year a pattern of financial decline needed addressing. The Board made significant decisions midyear about reducing personnel costs and increasing revenue. This has put us back on track as shown by our quarterly assets:

<u>Jan-Mar 2012</u>	<u>Apr-Jun 2012</u>	<u>Jul-Sep 2012</u>	<u>Oct-Dec 2012</u>
\$20,796.34	\$14,800.12	\$32,488.73	\$34,883.02



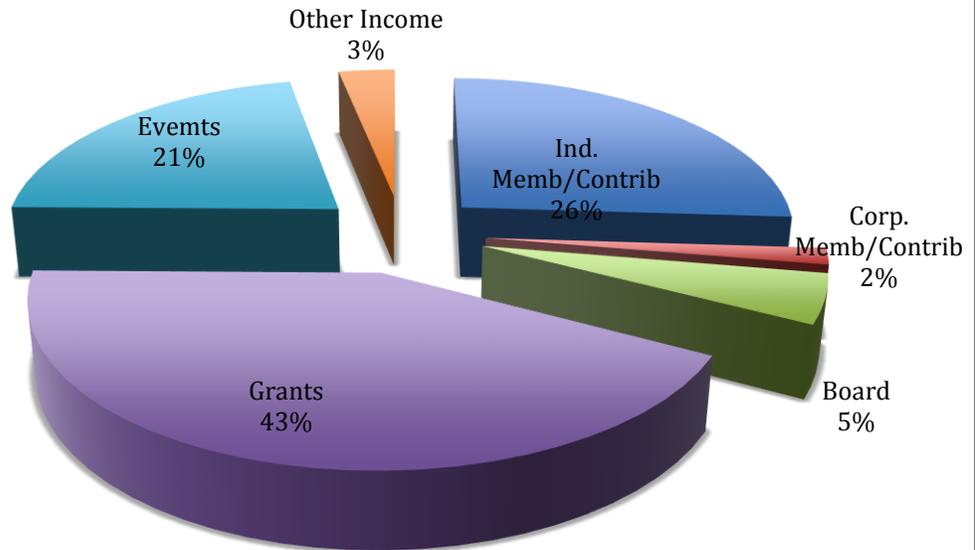
There was a tax penalty in 2012 for failure to submit appropriate employer forms and funds. When notified of this situation the Board filed the missing documents and successfully appealed for relief from the penalty. We did initially pay the penalty, but that has been returned to us, with interest. We expect to be in compliance from this point forward.

I have been pleased to see the seriousness with which the Board takes its fiduciary responsibilities. Our books are in good shape and we will be looking for a new treasurer beginning in 2014. The task has been standardized and be easy to transfer to a next treasurer. Please indicate any potential treasurer to the Board.

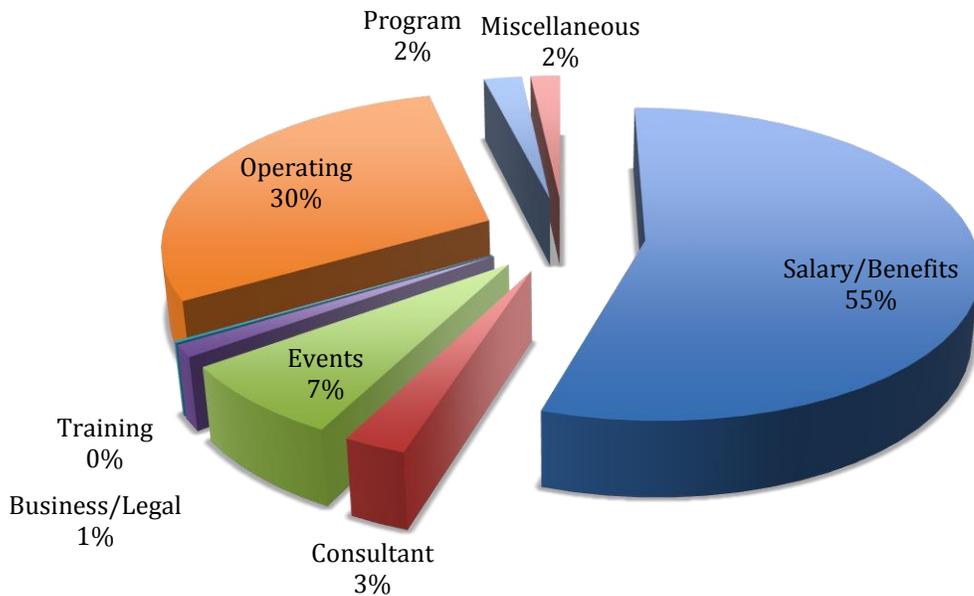
Because we are a public organization our financial records are open should you have a specific question. Please contact me if you need more detail than this overview of our finances at the end of the 2012.

Wesley White

## 7 Rivers LBGT 2012 Income



## 7 Rivers LBGT 2012 Expenses



**7 Rivers LGBT Resource Center  
Profit and Loss Statement for 2012**

<b>Starting Balance</b>	<b>25,348.79</b>
<b>Income</b>	
Individual Membership/Contributions	14,145.19
Corporate Membership/Contributions	1,105.00
Board Support	2,695.00
Grants	23,600.00
Event Income	11,759.34
Other Income	1,570.66
Miscellaneous Income	165.40
Program Income	<u>3,275.90</u>
	<b>58,316.49</b>
<b>Expenses</b>	
Salary/Benefits/FICA	23,960.35
Consultant Fees	1,187.02
Event Expenses	4,291.16
Business Expenses	1,012.85
Facilities/Utilities/Equipment	12,921.65
Grant Draws	2,908.90
Program Expenses	1,020.29
Operations/Miscellaneous	<u>1,070.85</u>
	<b>48,373.07</b>
<b>Ending Balance</b>	<b><u>34,883.02</u></b>

**7 Rivers LGBT Resource Center  
2013 Budget**

**Income**

34.1% -- Grants	15,000
11.4% -- Memberships	5,000
22.7% -- Donations	10,000
9.1% -- Gala	4,000
9.1% -- Other income (GALAXY, PrideFest, etc.)	4,000
11.4% -- Sustainer's Circle	5,000
2.2% -- Soirees	1,000
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TOTAL	44,000

**Expenses**

Wages	20,000
Rent	9,850
Fundraiser expenses	2,500
GALAXY expenses	2,400
Utilities	2,050
Taxes	2,000
Training	1,000
Program Expenses	1,000
Outreach Expenses	1,000
Postage	500
Insurance	350
Office Supplies	200
Professional fees	200
Dues/Permits	130
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TOTAL	44,000

## **Board, Interns, and Volunteers**

### **Board of Directors**

Kim Hammer (term ends 2012)  
Cindy Killion  
Marti Lybeck  
Blythe Newburg (pending election)  
Travis Pyka (pending election)  
Kelly Teachout  
Wesley White (pending election)  
Marianne Zerbe  
William Ziegelmeier (pending election)

### **2012 Volunteers (Partial List)**

**Thanks to all those listed and not listed who donated time to the center this year!**

Melanie Stebbins, Volunteer Coordinator  
Francie Ball (Elder Network)  
Abbey Becker  
Nicolette Begeman  
Alice Benson  
Beth Cherne (Elder Network)  
Michael Deml (GALAXY, outreach)  
Nancy Eklund  
Mary Faherty (Elder Network)  
Jessica Frain  
Mikel Hampel (PRIDE)  
Kathryn Hietbrink (development)  
Sandi Krajewski (Elder Network)  
Ann Kramer (Elder Network)  
Chloe Loomis  
Patty Martin (outreach)  
Mary O'Sullivan (webmaster, Elder Network)  
Levi Power  
Travis Pyka  
Kenny Rosales  
Andrea Spinler  
Sara Sullivan (Elder Network)  
Dee St. Sauver (PRIDE)  
Lynn Wolter (Elder Network)  
William Ziegelmeier (Elder Network)

### **2012 Interns**

Mikey Deml  
Marlena Dow

**2012 Supporters**  
**Thanks for Keeping the Center Active! You are Our Foundation!**

**Sustainers:**

Nancy Bumgarner, Kathy Graham  
Al, Kathy Blencoe (Caring Hands, LLC)  
Melani Fay  
Sarah Frey  
Elizabeth Hutcheson  
Laurie Logan, Alice Bachop

Patty, Greg Martin  
Linda Riddle  
Michael Ross  
Susan Schmidt, Andi Sickle  
Dan and GeriAnn Wettstein  
Marianne Zerbe

**2012 Donors:**

Mary, Craig Thompson  
Mary Linville  
Chris Olson, Michelle Coen  
Andrea Van Schmidt  
Mary Faherty  
Angie Slater  
Brenda Smith, Wesley White  
Bryan Cottrell, Melissa Hellwig  
Linda Erickson  
Doug Howard  
Maryellen Paudier  
Betty MacEwen, Gladys Eternicka  
Ann Kramer, Judy Schultz  
Alice Benson, Deb Wyatt  
Kim Hammer  
Cindy Killion, Beth Cherne  
Stephen, Deborah Buffton  
Dan Lintin  
Sandi Krajewski  
Cory Malles  
Deb Cumberland, Kim Vogt  
Henry Zumach  
Joy Holthaus  
Mikel Hampel  
Jill Billings  
Jeanne Fischer  
Kevin Gerou  
Sheri Scott, Leigh Welper  
Greg, Beth Bonney  
Ellen Verwiebe  
Paul Martin

Marti Lybeck  
Julie Mack  
Kathy Lawson  
D&R Transportation  
Jeanette Von Ruden  
Rosanne St. Sauver, Dee Carpenter  
MCIP Enterprise  
Joel Champion  
Dick Record  
Elizabeth Reedy  
Kelly Teachout  
Robert, Sandra Hanson  
Kathryn Hietbrink  
Sue Anne Gelatt  
Vicki Elwood  
Ellen Brooks  
Carol, George Neill  
Kathleen Rogich  
Deanna Dorsch  
Kimberly Wiese  
June Kjome  
Bonnie Striegel  
Jan Huffman Case  
Cameron, Rachel Gundersen  
Lynn Wolter, Marilyn Huckenpoepler  
Margaret Malzer  
Richard, Dorothy Lenard  
Michael Peterson  
John Udell  
Amanda Strosahl  
Kathleen Wallace

John, Mary Ellen West  
Antoinette Mieczko  
Allan Beatty  
Peter Novak  
Linda, Neil Nelson  
Kathleen Mullen  
Deb Morse  
Eric, Ellen Severson  
Todd Mandel  
Betty Christiansen  
K.L. Carpenter  
K.E. Stevens  
Constance Long  
David, Nancy Goode  
David Maddocks  
Peyton Bentley  
Zieke Service & Equipment Inc.  
Kris Wyatt  
Mary Starr Whitney  
Michelle A. Smith  
Parricia Burfield  
Mary Jane Mullen  
Inez Abraham  
Laurie Stenseth  
Laurence, Judy Connery

Todd, Angela Boettcher  
Doug Nopar  
Joanne Thomas  
Hoof and Hair – William, Carol  
Donna Buckbee  
Roxanne Price  
Nancy, Donald Thomas-Kremmer  
Nancy, Bruce Eklund  
Gail Evenson  
Di Rinn  
John Smallwood  
Will Van Roosenbeek  
Angela Birritella  
Jim Longhurst  
Julie Weiskopf  
Heidi Morrison  
Charles, Linda Lee  
Brenda Strong  
Sara Sullivan  
Deb Hoskins  
Doug, Sue Mormann  
Maureen, Robert Freedland  
Christine Violet  
Hilda Richey  
Beth Hartung for her time and talent!

**Corporate Sponsors:**

Vendi Advertising  
Larson Architect

**Foundations:**

La Crosse Community Foundation  
Gundersen Lutheran  
Magerus-McKinney Fund