INVITATION TO A BRAVE SPACE - by Micky ScottBey Jones

Together we will create brave space.
Because there is no such thing as a "safe space" —
We exist in the real world.
We all carry scars and we have all caused wounds.
In this space
We seek to turn down the volume of the outside world,
We amplify voices that fight to be heard elsewhere,
We call each other to more truth and love.
We have the right to start somewhere and continue to grow.
We have the responsibility to examine what we think we know.
We will not be perfect.
This space will not be perfect.
It will not always be what we wish it to be.
But
It will be our brave space together,
and
We will work on it side by side.
Executive Director’s Report

Our Utah Pride Center has been through many difficult times and had some hard years in its almost 30-year history. I believe that 2020 will go down as one of those years that tested our Center, but that ultimately showed our resilience and the importance of this space and the work we do. 2020 has shown once again that the Center has a role as the heart of our community. In 2020, the Utah Pride Center and the team working in it, rose to every challenge before them and continued to ensure that our Utah LGBTQ+ were provided crucial resources, were cared for and were seen.

It is difficult thinking back to October of 2019 and the hope and excitement we all had when we presented our 2019/20 Budget to the Board. After my second year as Executive Director, it was so wonderful to see the new initiatives, processes, and programs that we had begun starting to blossom and take root at the Center. We were bursting at the seams and our Center really felt like the ‘center’ of LGBTQ+ work in Utah.

And then, on the very day that we were due to launch our 2018/19 Annual Report, we had to close our doors. Even as those doors closed, our teams sprang into action and moved everything online. Although our doors closed to the public, our services and programs did not. Our SAGE program, our Youth and Family program, and our Mental Health program went ‘virtual’ and continued serving our communities in need. The brand-new Suicide Prevention and Resources program became a crucial part of our work through COVID-19 - never more timely - and our work took on an even more important role as we strove to work intersectionally throughout all of the communities affected by the pandemic.

I am incredibly humbled and proud of the team of people we had at the Center through this year, who despite pandemics, earthquakes, restructures, and hurricanes, kept our community’s health and wellbeing at the very core of what they are doing. At a time when our marginalized, frightened and at-risk communities called out to the Center for help, we were there and we answered the call. As a result, they are thriving, and at a time when it could be devastatingly the opposite.

I cannot help but think about the ways in which we have grown and become stronger as a Pride Center. As the Executive Director, I believe that I have four key responsibilities that I am accountable for – ensuring our work is community-focused and lives up to the Mission and Vision of the Center; to make sure we recruit, retain, and develop the staff in the Center; to ensure the financial stability of the Center; and finally, to develop the foundational processes and procedures that ensure we are able to fulfill our work effectively, and that the Center is strong and sound enough for its next level of growth. This year has tested all of us, but I believe in considering these four imperatives, that the State of our Center is stronger, more prepared, and more resilient than ever.

As we look forward to 2021 and beyond, we are all very excited about opening our doors to our community once more, returning the ‘heart and soul’ to our Center - the people we serve every day. Our programs, services and resources are thriving, and we are now starting a new Rainbow Wellness program that will build connection and provide a space for preventative care. I am also excited to announce that to ensure the longevity of the Center, we will soon be formally launching our Endowment Fund. And finally, using our pandemic measures, we will continue to grow and expand our online services and resources throughout Utah, thereby turning this challenge into UPC expansion and support for LGBTQ+ throughout all Utah communities.

On a personal note, I want to thank everyone who has worked so hard to support our Mission and Vision these past few months – our UPC Team, the Board of Directors, donors, volunteers and supporters who have contributed to ensuring our continued survival of this space. I am proud to be a part of the Utah Pride Center. A Center that withstood crisis and pandemic, and most importantly, continued to be strong and responsive for the Queer Community of Utah through 2020 and beyond.

Yours in Pride,
Rob Moolman

Dr. Rob Moolman | Executive Director / CEO

2019-2020 Team

Directors
Joshua Bravo
Amanda Darrow
Jonathan Foulk
Deb Hall
John Johnson
Katie Perkins
Rob Moolman
Liz Pitts

UPC Team
Michelle Ankvan
Liesl Archbold
Nick Arteaga
Kevin Ball
bek Birkett
Michael Bryant
Brim Custen
Brandon Devlin
Jesse Flietsh
Lane Gardner
Wendy Garvin
Haven Jackson
Roberto Lopez
Kelsey Kehoe
Sarah MacCombie
Hillary McDaniel
Jordan Prue
Jess Stahle
Joni Weiss

Contracted Team:
Emily Biondo
Whitney Pace
Kevin Randall
Stephanie Rosenfeld

*All Team members listed served during the period
October 2019 to September 2020
Board Chair Report

The beginning of 2020 was very exciting for the Center. We had been able to expand our staff the previous year as well as expand the services we provided to a larger cross-section of our community. We were very optimistic about additional support for our Counseling Center as well. We were seeing record numbers of participants at our events and fundraisers.

We were all caught by surprise when 5 days after our March Board meeting, Covid-19 shut our world down. With that came a loss of people walking through our doors as well a loss of approximately 75% of our income. As with every Non-Profit in our community and our country, we needed to shift our focus and do it in a hurry. Hard decisions needed to be researched, discussed and then implemented. The Board rallied together and started gathering info from as many sources as we could to understand as much as possible what our future held. The question I asked of the Exec Committee as the Board Chair, “what is the worst case scenario?” We determined that the loss of income from no events as well as our sponsors being financially impacted by the pandemic would more than likely reduce our income so significantly that we needed to immediately reduce our expenses. It became clear that we needed to cut back to a more streamlined staff and shift our programs online where possible. We also had to face the reality that we’d have to cancel or severely alter our events that had been the backbone of our fundraising. All those decisions were difficult and heartbreaking.

The old adage that often the right people are in place at the right time was certainly the case for the Board. The number of professional individuals with experience and knowledge in business, non-profits, finance, and human services was a tremendous asset to help guide the Center and Staff through this unprecedented time in history. We knew we must provide services for our community, and in particular for the most vulnerable among us. That became our laser focus. As we learned, it became a common story of Pride Center Boards across the country to crumble under the pressure of the situation. I personally was amazed at the willingness of every member of our Board to spend the amount of time needed and to work so cohesively when discussing our challenging way forward. As other Boards fell apart, we came together.

With guidance from the Mayor and outside legal and financial professionals, we built a path to continue to offer services to our community, albeit differently.

The stress that the leadership faced every day was incredible. But with the efforts of the streamlined staff, members of the Board and a few volunteers, not only did we find a way to continue our presence in the community with services, but creative minds also found a way to celebrate Pride with a Virtual Spectacular in June and a Road Rally on National Coming Out Day that exceeded our hopes for raising money and proved to be especially needed and celebrated by the community.

As I write this one year after the initial shut down, I am grateful to say that the Center is still alive and well. With a community that rallied behind us, the Center has and will continue to survive this unprecedented challenge. As Chair of the Board during much of 2020, I am grateful to the Board, Staff and community that helped make this possible.

Mona Stevens

Mona Stevens | Board Chair 2018 - 2020
2019-2020 Financial Overview

There were many factors that affected our financial fortunes in FY2019/20, some of the most important ones are as follows:

- The impact of COVID-19 on the Utah Pride Festival. This is our largest fundraiser and by not being able to hold it in 2020, it significantly impacted our financial position and forced us to consider and work on more diversified funding strategies.

- COVID-19 Support packages. The Pride Center applied for and received an PPP Loan from the SBA in order to help fund our payroll and ensure that the small team could continue their work.

- Professional Services. Bringing in a new, professional bookkeeping service in order to ensure accurate and timely accounting and reporting. This helped us to make informed decisions and create accurate scenarios.

- Prudent and conservative budgeting decisions. In April 2020 a new budget and set of scenarios were presented to the Board and used for decision making. These were financially conservative with regards to expected revenue.

The financial impact of COVID-19 on our Center - A year-on-year comparison between FY2018/19 and FY 2019/20

**REVENUE**

- Direct donations -67%
- Corporate sponsorship -84%
- Government Grants +475%
- Event Based Income -99%
- Total Income -47%

**EXPENSES**

- Salaries and Benefits +13%
- Contract Services -38%
- Non-personnel expenses -47%
- Facility and Equipment -63%
- Total Expenses -28%

*All of the figures and financial information used were accurate at the time of printing. The FY2019/20 audit is currently being undertaken and we recognize that might lead to some small changes.
Programs in Review (June - December 2020)

Mental Health

- 91 Individuals attending the Adult Trans/Non-Binary Group per week
- 10 - 15 Individuals attending the Mens and Womens Groups per week
- 12 Individuals attending the Partners of Trans+ and Non-Binary Individuals per week
- 13 Individuals attending the Survivors of Suicide Attempts group per week
- 14 Individuals attending the Survivors of Religious Trauma per week

Education and Training

- 160+ People trained in our LGBTQIA+ Cultural Competency Training
- 5-week course on Building Healthy Queer Relationships for youth ages 14-20 (with YWCA and Rape Recovery Center)
- 80+ participants at the Genderevolution Conference – “Shattering the Binary” focusing on queer and non-binary voices and experiences

Suicide Prevention and Resources

- 2 monthly events - QPR Suicide Prevention Training & Survivors of Suicide Loss Group
- 149 Certified QPR Gatekeepers June - December of 2020
- 60 Suicide Prevention Boxes and Resources distributed across 9 UT counties
- 34 Gunlocks distributed in Suicide Prevention Boxes
- 21/29 Utah Counties reached through the efforts of UPC Suicide Prevention

SAGE and Adult Programs

- 1481 individual one-on-one phone calls through 6 months of COVID-19
- 55 LGBTQ+ Veterans Day Flags mailed/hand delivered
- 20 seniors receiving computers to join virtual events through COVID-19
- 200 Queer History Boxes created for Utah Queer Historical Society
- 484 adults joined the daily calls and check-ins through COVID-19

Youth and Family Programs

- +/- 250 youth attended 43 sessions of Youth Activity Night
- 53 weekly Peer Support Groups
- 61 new youth ages 10-20 signed up through COVID-19 for online programs
- 26 sessions and 39 hours of support for youth ages 10-14
- 27 sessions and 40.5 hours of support for youth ages 14-20
Major Donors Support

Abigail Hawkins
Aimee Webb
Anthony Gray Meyer
Audrey Bramwell & Katy Welkie
Becky Pickle
Brandon H Quinlan
Brenna Asplund
Brett Harrison
Bruce Bastian & Clint Ford
Charles Michael PhD
Chris Jensen
Christopher M Jensen
Darren Corpuz
David Parkinson
Donald N Marquardt
Elizabeth (Beano) Soloman
Jamie Dodge
Jane & Tami Marquardt
Janet Wall
Jason Olsen

Jennifer Roghaar
John Johnson & Steve Sorenson
John Miller
John W Milliken
Kathy Phelps
Kelly Favero
Kevin Hillman
KoShell Miller
Lalysa Stratford
Lance Renshaw
Lareen Strong
Laurie Boos
Marquis Lagergren
Mary Castleton
Matthew Moolman
Michael T Jones
Michelle Turpin
Nancy L Knape & Marcia White
Nathan Krueger
Nichole Humphrey

JPeter Best
Peter Ott
Pitch Prakobkit
Rebecca Richards
Rixt Luikenaar
Rob Moolman & Brad Martin
Scott Maruri
Shelly Christensen
Stephanie Pappas
Steve Conlin
Steve Verno
Stewart Wallace
Susan Rice & Lisa Kohring
Taylor Richards
Tika Beard
Tim Brown
Travis Rowen
Wendy L Matis

Foundation and Community Support

All Saints Episcopal Church
American Express Company
Ancestry
B.W. Bastian Foundation
Centerlink Inc
Christ United Methodist Church
Christine Swientek Living Trust
Community of Christ Utah Mission
Dee Family Foundation

DiFore Family Foundation
Elizabeth H Soloman
First Unitarian Church
Human Rights Campaign
John C. Kish Foundation
Loveland Foundation
Marin Community Foundation
McCarthy Family Foundation
Peace & Possibility Project

Planned Parenthood Association of Utah
Royal Court of the Golden Spike Empire
South Valley Unitarian Universalist Church
T.J. Mathews Trust
The Community Foundation of Utah
The David Kelby Johnson Memorial Foundation
United Way of Salt Lake
Utah Bears
Utah LGBTQ+ Chamber of Commerce

Corporate Supporters

1-800-Contacts
AARP
Adobe
AdvancedMD, Inc
American Express
AT&T
Comcast/Xfinity
CW Urban
Delicato Family Vineyards
Delta Air Lines, Inc
Digicert
Discover Financial Services
Dominion Energy Charitable
Enterprise Holdings
General Distributing

Goldman, Sachs & Co.
Intermountain Health Care
Kendra Scott
L3Harris
Lending Club
Lucid Software
Mark Miller Subaru
Micron
Momentum Recycling
Northrop Grumman
Ogdens Own Distillery
Prog Leasing LLC
Qualtrics
Rebirth OB/GYN
Rocky Mountain Power

Safe UT
Salt Lake Arts, Culture and Events Fund
Salt Lake City Corp
sPower
Target Corporation
TMobile
University of Utah
UPS Foundation
Valley Behavioral Health
Visit Salt Lake
Wells Fargo Bank
Young Automotive
Zions Bancorp
Programs and Services of the Utah Pride Center

MENTAL HEALTH SERVICES

EDUCATION & TRAINING
Cultural Competency Training, Speakers Bureau, GSAs, and Conferences (e.g. Pride, not Prejudice and GenderRevolution)

PRIDE & CENTER EVENTS
Pride Festival, Parade & More, Fundraisers, Spectacular Gala, Youth and Senior Events, Community Engagement Activities

COMMUNITY SPACE
Home to 40+ LGBTQ+ Social, Support, Sports, Educational, Business & Community Groups, and Rental Space

RAINBOW WELLNESS
A comprehensive group of activities and classes supporting a balanced life. Including yoga, meditation, exercise and more.

ADULT FOCUS PROGRAMS
1 to 5 Club, Bi-Programs, People of Color and Allies, Transaction, Public Safety Pride Alliance and Utah Queer Historical Society

SENIOR PROGRAMS
SAGE Utah, LGBTQ+ Senior Advocacy, Support, Resources, Provider Education, Community Education & Social Activities

YOUTH & FAMILY PROGRAMS
Families Like Ours (0-10), Youth & Parent Support Groups (10-20), Youth Planning Committee (14-20), Activity Nights (10-20)

SUICIDE PREVENTION
Suicide Prevention Trainings, Statewide Support Groups, Suicide Loss Support Line, Prevention Resources & Awareness

Contact Us

Boyer-Bennett Planned Giving Legacy Circle
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Center Sponsorships
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Individual Donations and Memberships
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