# resource center<sup>®</sup> Y E A R S Resilience Persistence Love

## **2022 Annual Report**

Health · Community · Advocacy · Giving

## A Message from Cece

As we celebrate Resource Center's 40th anniversary, I invite you to reflect on the progress we've made. Thanks to medical advancements, education, and advocacy from the LGBTQIA+ community, persons living with HIV can lead long, healthy lives. President Biden's recent Respect for Marriage Act adds protections for our hard-earned right to legal marriage. And with Gen Z on the rise, more young people have the courage to come out — a full 20% of this generation identify as LGBTQIA+.

In 2022, we brought back our popular in-person events, including Gaybingo and Toast to Life. We hosted our inaugural Pride Celebration, a block party with family-friendly activities, food trucks and an all-star lineup of local entertainers. After two years of not gathering due to the risk of COVID-19, it was a welcome change that brought deeper connections to one another and a renewed commitment to building a better future.

The pandemic gave us an opportunity to take a closer look at our community services, and I'm delighted to announce our new Family and Community Empowerment Services, called FaCES. It includes social, supportive and skill-building opportunities with the goal of collectively strengthening the DFW queer community and helping individuals and families become more resilient.

We also directly supported thousands of people with our LGBTQIA+ health services, including HIV/STI testing and PrEP/PEP prescriptions. PEP — a post-exposure prophylaxis that prevents HIV infection — was added to our services in 2022, providing another treatment option.

As much progress as we've made, we're also facing some devastating legislative actions in 2023. Across the country, over 380 anti-LGBTQIA+ bills were filed, with a focus on eliminating the rights of transgender people. Additionally, Black, Indigenous and People of Color (BIPOC) – and especially queer BIPOC – individuals' rights are under assault. But even with such an unprecedented effort to push us back, Resource Center is determined to keep moving forward as we always have. I am immensely proud of our staff, who serve our clients and communities every day.

As I look to the future, I am energized. Construction has started on our affordable housing for individuals age 55+ that is LGBTQIA+ affirming, thanks to the immense generosity of our capital campaign donors, partners Matthew Southwest and Volunteers of America, and architects Perkins&Will. The FaCES program is rolling out, and the community has responded enthusiastically. Plus, our education team continues to help local workplaces and schools be more inclusive through LGBTQIA+ cultural competency/agility/humility training.

I am often asked how I deal with such turbulent times. Simply put, I believe in the power of our community and the love we share. Each and every one of you makes a difference, and I am immensely grateful for your support. As volunteers, donors and board members, you inspire me with your commitment to creating an equitable world for all LGBTQIA+ people.

I hope you enjoy these stories that illustrate the impact you make through your investment in the Center.

Best regards,

Cece Cox Chief Executive Officer



Photo by Sheryl Lanzel

### MISSION STATEMENT

Resource Center pursues societal equity by proudly offering LGBTQIA+ (lesbian, gay, bisexual, transgender, queer/questioning, intersex, asexual, plus) affirming resources designed to improve health and wellness, strengthen families and communities, and provide transformative education and advocacy.

### VISION STATEMENT

Resource Center envisions an equitable society in which all community members are afforded the opportunity to thrive without bias or barriers based on sexual orientation, gender identity and expression, or HIV status.

### from October 1, 2021 to September 30, 2022

Board President Kate Newman

Board Vice President

Board Secretary

Brandon Q. Jones

Board Treasurer

Philip Clemmons

Director & Immediate Past President

Paul von Wupperfeld

Directors Derrick Justin Brown Margaret Cullum Monique Evans Sharon Fancher Tori Farmer Ashley Innes James A. Jones Deborah McMurray Jon Vogel



### TABLE OF CONTENTS

2022 Milestones	3
Volunteer Spotlight	4
Celebrating 40 Years of Our History	5
Health Matters: Meet Mat	7
Introducing FaCES	9

Education Opens Hearts	11
Advocacy In Action	12
A History of Support: Meet Gayle Halperin	13
2022 Financial Snapshot	15
Thank You	16





Attendees at 150 LGBTQIA+

**Education Sessions** 







**Free HIV Tests** 

9	,З	4	.0

Clients in Our HIV+ Programs

Nutritious Hot Meals Served



"Shops" in Our Food Pantry

3,500

Patients Received Mental Health Services



Adults Empowered Through FaCES

Your donations made these achievements possible. **THANK YOU.** 

## **Volunteer Spotlight: Jrock Ebony**

If you know Jrock, you know he loves the Kiki Ballroom scene — in fact, he played a major role in bringing this culture and community to Dallas, thanks to his involvement in Resource Center's United Black Ellument (UBE). He developed his love of the Ballroom scene when he was in the military during the "Don't Ask, Don't Tell" era.

In 2016, Jrock was still on active duty when he started Vogue Academy in the Center's UBE space. He planted a seed that blossomed fast. By 2019, Jrock and UBE started the Kiki Ball at Marty's LIVE every Wednesday night. Now, he says, there are over 500 people in the scene, and a few of the young men from this group catapulted into the HBO Legendary competition, which makes Jrock proud.

"Ballroom is a culture, and it's a tribe," says Jrock. "It's a place where you can come and be who you are, and you are celebrated." He notes that Kiki Ball has been there as a support system for many youth going through the coming out process or navigating a gender transition. "You don't have to go down a path of destruction just because you are gay or transgender. You just need people who are mentors. We are a family."

Here at Resource Center, we want to recognize and thank Jrock for his tireless efforts to help LGBTQIA+ youth, and especially Black youth and young adults, find a safe space to have fun and build self-esteem. "It's more than just voguing, walking the runway, and being part of the community — we also know these young people need these resources. Education, financial stability, and knowing your status is part of our mission, along with prevention methods that inform young people that HIV is no longer a death sentence. I volunteer because it is vital to our community — physically, emotionally, and spiritually."

Want to get involved? Learn about volunteering at Resource Center: myresourcecenter.org/give/volunteer



## **CELEBRATING 40 YEARS** of Serving the Community

Dallas is home to one of the largest LGBTQIA+ populations in the country and the largest in Texas. Resource Center serves this community and has a rich history as a trailblazer.



## 1983

Resource Center was formed under the original name of Foundation for Human Understanding by the leaders of the Dallas Gay Alliance.

Meanwhile, at the corner of Cedar Springs and Throckmorton, William "Bill" H. Nelson, Jr., Terry Tebedo, William Waybourn, and Craig Spaulding opened Crossroads Market and started accepting food for persons living with HIV.

Terry Tebedo and Bill Nelson.

## 988

The Nelson-Tebedo Health Clinic, named for Bill Nelson and his partner Terry Tebedo, opened.



Jean Nelson, Bill's mother, at the Nelson-Tebedo Health Clinic ribbon cutting.

## 1989

After a fire damaged most of the Center's facilities in 1989, the search was on to find a larger home. The Nelson-Tebedo Clinic and Food Pantry remained on Cedar Springs Road, while the rest of the organization moved into the former Metropolitan Community Church site on Reagan Street. It was renamed the John Thomas Community Center after the organization's first executive director.



Showing off the new Food Pantry are, left to right, Bill Nelson, Joe Desmond, and Charles Howard. Source: http://www.thedallasway.org/stories/ written/2017/11/27/fire-at-the-aids-resource-center-1989

## 1985

With the AIDS virus quickly spreading, the Foundation for Human Understanding established the AIDS Resource Center.







Early Resource Center leaders, from left to right, William Waybourn, Stephen Hawkins, Dick Weaver, John Thomas and Bruce Monroe.

## 1998

Foundation for Human Understanding becomes **Resource Center** of Dallas, Inc.



## 2009

Resource Center established Gray Pride, the first program for LGBTQIA+ older adults in North Texas. The program was later renamed to THRIVE. Resource Center Community Center

## 2016

Opened new 20,000 square-foot Community Center located at Inwood and Cedar Springs.

Renamed and opened the Harold Simmons Foundation Health Campus at the Reagan Street location. 2019 LGBTQ Health opens

at the Health Campus, to provide primary medical care. UBE Members at Pride Celebration

### 2022 Hosted the insurgural

Hosted the inaugural Pride Celebration featuring family-friendly fun.

### 2013 Resource Center of Dallas, Inc. starts doing business as Resource Center.

2018

Resource Center partnered with Dallas Independent School District and Toyota to initiate the Out For Safe Schools program (OFSS) to create visible allies in DISD.

### 2020 Launched a capital

Launched a capital campaign to build affordable housing for seniors at Oak Lawn Place.

2023 Resource Center

Celebrates our 40th anniversary. On May 12, we celebrated the groundbreaking of Oak Lawn Place, our affordable housing community for individuals age 55+.

We thank the UNT Lesbian, Gay, Bisexual, Transgender, and Queer (LGBTQ) Archive — including the Resource Center LGTB Collection — for collecting the photos included in this history.

> Projected look of Resource Center's Oak Lawn Place

## **Health Matters: Meet Mat**

Mat Berger, a native of Saumur, France, moved to Dallas about a decade ago for work. "At the time, I just thought Dallas was all about cowboys and tumbleweed," he says. As he adjusted to life as a gay man in DFW, he started looking for a welcoming place for his sexual health and testing needs. One day, he walked by Nelson-Tebedo Health Clinic and dropped in. What he didn't know was that he had just found his home base for whole-person wellness services.

He recalls this first visit, "At the time I had a very heavy French accent, and they were so patient and explained everything in a non-judgmental way. It was awesome." To this day, Mat continues to use Nelson-Tebedo for his testing needs and PrEP care. "Your health is so important — not only to protect yourself, but also to protect others."

Mat, feeling isolated during the pandemic, knew his mental health was important. He decided to try Resource Center's counseling services. He loved this experience, too, saying, "It's been fantastic talking to a therapist where I can freely talk about having a boyfriend, and they understand right away. It's so affirming, and you feel so understood and welcomed."

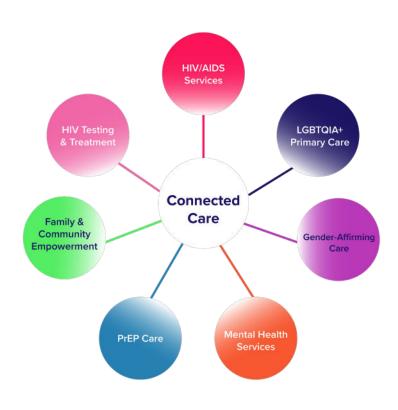
Now, Mat also volunteers at Resource Center. "Helping others is a big part of my values. I work in medical research, and helping people is what drives me. I knew I wanted to be more involved with the LGBTQIA+ community in Dallas." Resource Center has become Mat's go-to clinic for health and wellness. "I was so happy with the quality of the care from each provider," Mat explains. "It's all really affordable, but the quality of care is still very high — you're not getting any less for the lower cost." Thanks to your support, we can offer these life-saving services that help Mat — and thousands of other people in the DFW area.

For more information on our Health & Wellness services, visit myresourcecenter.org/health



## **Connected Care for LGBTQIA+ and HIV Communities**

Through a Connected Care model, any person seeking support from Resource Center has access to a robust network of LGBTQIA+ affirming services that address the full spectrum of physical, mental, and emotional needs of our clients.





## **Introducing FaCES**

Resource Center has always evolved to meet the needs of the community. As our youth and adult community programs continue to grow, it became clear there would be strength in unification. In 2022, we combined our youth, family, adult, and older adult programs into one umbrella program called Family and Community Empowerment Services (FaCES). The new structure moved the services under one roof at our Community Center, allowing for shared resources, and creating a greater sense of fellowship and community among, and between, each group. On any given weeknight, you will see people attending unique programs like Queer Sex Ed, Vogue Academy, parent support groups, and game nights, making our Community Center come alive with energy, positivity, and diversity!

Each person comes to Resource Center for a unique reason. What we strive for, with our unified approach, is to seamlessly connect people to what they need and introduce them to a host of other services they may value. For example, parents can drop their kids off at Gender Identity night and see an affirming mental health counselor at the same time. A same-gender-loving man can receive an HIV test and be introduced to FUSE, where he can meet other men who prioritize their health and community in the same way. An adult who is growing to understand their gender identity can participate in counseling, Hormone Replacement Therapy, and social groups for transgender and gender non-conforming people.

For more information on our Community Services, visit myresourcecenter.org/community



A new experience offered at our Community Center is meeting with a Community Liaison. This position was created to help people who are unsure of their needs, desires, or goals. Our Community Liaison will listen, support, and introduce a person to our comprehensive suite of services best aligned with their personal journey. This exciting addition to the Resource Center team will ensure that every person who walks through our door can feel safe and affirmed.

The creation of our FaCES department brings enormous value to the community. Each individual program has always been deeply rooted in the unique needs of their specific community — but now there's a network of collaboration, unity, and shared experience that is truly magical. We hope you will join us at one of our programs or events soon!

### **Building Community**

There's always something exciting happening at FaCES! From our LGBTQIA+ Youth Prom, to Queer Camp, to our B.L.A.C.K. History Makers Dinner, and so much more – our social events foster connection and create safe environments for LGBTQIA+ youth, families, young adults, and seniors to support one another and thrive.





## **Education Opens Hearts**

When Cotiviti hired Resource Center to provide LGBTQIA+ 101 training to support their Pride Employee Resource Group (Pride ERG), Nancy Patin, director of organizational effectiveness & change leadership at Cotiviti, confessed that she was a bit nervous. "At first I was apprehensive about it because our company had never done anything like that before, and our company leans a little conservative," she says. "It felt like a really big deal to me, and I think it was a really big deal."

In fact, it was a stunning success, thanks to Leslie McMurray, Resource Center's transgender education & advocacy associate, who presented the program to 200 attendees. Nancy — and the 50 Pride ERG members — were delighted. "Leslie was very patient with us, starting with the terminology and why pronouns matter. She is just a master storyteller," Nancy says. "There was one quote that really stuck with me: 'Prejudice rarely survives experience.' I just thought that was breathtaking."

Some of the attendees told Nancy that the session was life-changing. "I don't think I'll ever be the same. I needed this experience of hearing what Leslie had to say," said one colleague. Another said, "If I had that information when my child came out, everything would have been different. I would not have felt so alone."

Since that training session, the Pride ERG at Cotiviti has tripled in members. "It just opened the door for a lot more discussion," Nancy says. "I think that we just unveiled a part of our community that was pretty quiet before that, and now we have a lot of people who feel like they're home here."

For more information on Resource Center Advocacy, visit myresourcecenter.org/advocacy



## **Advocacy in Action**

### Working with our Elected Officials

In 2022, thanks to the support of U.S. Rep. Colin Allred, Resource Center received \$1,000,000 in federal earmarks from the Department of Housing and Urban Development for its senior housing development, Oak Lawn Place. We are so grateful to Rep. Allred's allyship to the LGBTQIA+ community.

"I will always work to protect LGBTQ Texans from discrimination and stand up against attacks on civil rights. I hope everyone has a happy, joyous, and refelctive Pride Month across North Texas," Allred shared.



### Witnessing History: The Respect for Marriage Act

When President Biden signed the Respect for Marriage Act on December 13, 2022, Cece Cox was there to see it. At the invitation of President Biden, she represented Resource Center at this historical event.

Cece shared her thoughts on the momentous occasion. "Change takes time," she reflected. "We move ahead, fall back, move ahead again. But, rest assured, we do move forward...When things seem hard or even impossible, I find comfort in knowing that we are part of a long, large team of angels, lovers and fighters who keep us moving forward. Remember: Love wins."



## A History of Support: Meet Gayle Halperin

Since 2016, the James and Gayle Halperin Foundation has been making generous financial gifts to Resource Center. We are so grateful for their ongoing support, and wanted to share the very personal story behind their commitment to Resource Center.

Gayle was a professional dancer in New York City when she met Jim. They moved to Dallas, where she continued her dance career, eventually founding Bruce Wood Dance with Bruce Wood in 2010. Throughout her career, Gayle worked with several artists that were HIV+. "So many of my friends died of AIDS," she says, fighting back tears. "Bruce Wood died of AIDS in 2014. The LGBTQ community is very important to me and to us. Whatever we can do to serve that community and improve their quality of life is important."

Their first gift to Resource Center was made to our capital campaign, which helped us build our Community Center. We appreciate the generous support that Gayle and Jim have given to Resource Center over the years. Gayle adds, "We give because we believe in the organization, and we believe in their ability to run the organization. We just trust Cece and the Board. We trust them implicitly. We trust them to use the money in the best way they need to."

Gayle explains that she and Jim look at their gifts as an investment. "An investment in the mission and in the future," she says. "We believe in the importance of supporting families and youth with gender-affirming care. There's a lot of work to be done, and there's a lot of support needed in the LGBTQ community." Thank you so much, Gayle and Jim, for your trust in us.

For more information on Giving to Resource Center visit myresourcecenter.org/give

Bruce Wood and Gayle Halperin



## LGBTQIA+ Affirming, Affordable Housing in Dallas

To everyone who contributed to our capital campaign for affordable housing that is LGBTQIA+ affirming for individuals age 55+, thank you! With your donations, we met our fundraising goal of \$4,000,000 in 2022, putting us one significant step closer to providing 84 affordable apartments in an affirming community. In 2023, we have officially broken ground on Oak Lawn Place, and we look forward to completing construction in 2024.



Architectural design concept by Perkins&Will



## **Financials Snapshot**

Statement of financials for period October 1, 2021 to September 30, 2022



## All donations at Resource Center make a difference and are appreciated. The Center makes every effort to acknowledge contributions. Donations acknowledged in this annual report were made during the period of October 1, 2021 through September 30, 2022.

#### \$500,000+

Moody Foundation

#### \$100,000 - \$499,999

Anonymous Gilead Sciences, Inc. Harold Simmons Foundation United HealthCare Services, Inc. United Way of Metropolitan Dallas ViiV Healthcare

#### \$50,000 - \$99,999

Anonymous Bank of America Charitable Foundation, Inc. Black Tie Dinner, Inc. The Louis L. Borick Foundation William Maina & Charles Foster Stephen Tosha & Stephen Strecansky Toyota Motors North America

#### \$25,000 - \$49,999

ASP Cares Pharmacy Blue Cross and Blue Shield of Texas, Inc. Kyle Choate & David Vasquez Dealey Family Foundation Design Industries Foundation Fighting AIDS James & Gayle Halperin Foundation Hempz LLC John Humphries Endowment Fund Lennox International Inc. Texas Women's Foundation Paul Wehrle

#### \$10,000 - \$24,999

Anonymous (2) James Michael Arrington Avita Pharmacy Francys Ballenger Dana Barber The Baron and Blue Foundation Lori & Mark Bradley David W. Carlson Citigroup

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#### \$5,000 - \$9,999

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#### \$1,000 - \$4,999

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#### \$100 - \$499

Omar AbdelBakv Karen Ablon Samer Abousalbi Angel Acosta Leigh Adams Michael Adams Eduardo Aquirre Alondra Albarran Chervl Alford **Rosalind Alford** Leigh Allbritton Shane & Zachariah Allen Michael & Beth Althouse Debbie Alvarado Stephany Alvarado Amazon DAL2 Arthur Anderson David Andrews Janet Dlene Andrews Matthew Araiza James & Carolvn Atkins Amit Aurora Juan & Chris Azpeitia Gray Matthew Baca Terry Ball Fernando Balli Brett Banks James Barber Valerie Barron Roger Bartelheim Joshua Bason **Brian Batchelor** Ashley Baugh Valerie Baustian Melanie Baxter Don & Victoria Bean Valeria E. Beasley Jack Bechtold

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**Dental Health** Comprehensive oral health services for people living with HIV/AIDS

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