

# Sage Upstate

## Annual Report

**3,223** logged instances of participation in programs, groups, activities

**632** separate individuals served by SAGE Upstate

**364** program activities held in the course of the year

Average of **30** programs per month; **22** programs per month in the Center

### 2010 SAGE Upstate Board

Ralph Valente, Chair: SVP, Sales & Marketing

Arlene Ahl, Vice-Chair: Social Worker

Casey Sprock, Treasurer: Attorney

Akosua Woods, Recording Clerk: Human Rights Specialist

Barbara Genton: Retired Teacher

Mike Haynie: Professor; USAF

Helen Landfear: Retired Teacher

David Leslie: Commander,

Onondaga Cty Veterans Council

Marilyn Pinsky: NYS President, AARP

Roslyn Raspberry: Change

Engagement Consultant

Justin Sawyers: Marketing Director

Jim Small: Retired Financial Officer

### Staff

Kim Dill: Executive Director

Barbara Johnson: Office Manager

### Welcome to the 2010 Annual Report.

In 2010, SAGE Upstate opened its doors thousands of times for older LGBT people, who learned about new things, found ways to improve their well-being, and built support networks. We directly served more than 600 people and touched the lives of many others. None of the milestones detailed in this report would have been possible without you -- the members, donors, volunteers and community of this organization. You donated more money than even before, nearly \$70,000. You volunteered in numbers -- leading groups, mailing the newsletter, serving on the board. You came out and shared new experiences with other SAGERs in programs and activities. Your efforts and enthusiasm have taken SAGE Upstate to where it is today. Please join us in celebrating 2010 -- a year of great accomplishments for SAGE Upstate.

### SAGE Upstate: Services and Advocacy for GLBT Elders.

Mission Statement: SAGE Upstate is a not-for-profit organization that promotes the health and well being of lesbian, gay, bisexual, transgender and questioning people in Central New York as they age.

Sage Upstate Center: 501 James Street in Syracuse

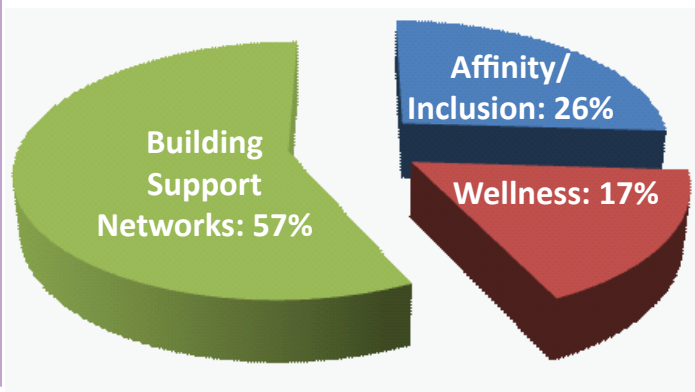
Mailing Address: PO Box 6271, Syracuse, 13217 [www.sageupstate.org](http://www.sageupstate.org)

Central New York: 315-478-1923

Toll Free Outside CNY: 866-717-2640



**3,223 Logged Instances of Participation**  
*This number includes people who signed in or were counted at programs and groups. More than half were counted in programs that help SAGErs build support networks. Just over a quarter participated in Uzuri, 60+, the Trans Potluck, Regional Networks or workshops focusing on inclusion. Health and wellness program participants made up 17%.*



**Wellness Programs and Support Groups**

SAGE Upstate logged 549 instances of participation in wellness programs in 2010, where folks learned about a wide variety of topics geared toward improving the well-being of older LGBT people. These include breast cancer, long term care, financial planning, and keeping the brain sharp. Classes were offered in exercise, cooking and computer skills. Transgender individuals learned about how to legally change names, men learned about sex after age 50, and a group of enthusiastic bicyclers made their way around Onondaga Lake Park every week when the weather was nice. Three support groups drew an average of 6 participants per session: the HERS group led by Susan White, LMFT; the Men’s Empowerment group led by David Bullard, LMSW; and a peer support group for men.



**New in 2010**

*SAGEWorks*, funded by SAGE USA, offered computer classes and job search resources. The *Art of Aging* (pictured above), funded by the Gifford Foundation, kicked off in 2010 and features instruction in photography (by Harry Freeman-Jones), creative writing (by Kyle Bass) and pastels (by Wendy Harris). Participants will express their feelings about aging as LGBT using these art forms. An exhibit will be on display at ArtRage Gallery in summer 2011.

**Second Sunday Potlucks**

SAGE’s most visible social gathering is probably the Second Sunday Potluck. Of the 1,780 units of participation in social groups, 1,093 were logged at potlucks. These events drew an average of 50 participants per month with more than 100 at the Annual Picnic and the Thanksgiving Feast. Potluck participants learned about pain management, sexuality and aging, and transgender issues, and had fun with movies, karaoke and Queer Jeopardy!

**Building Support Networks**

Some 1,780 sign-ins were collected at social gatherings, including dances, karaoke nights, socials, and discussions. These programs offer a safe environment where aging LGBT people can come together and build support networks. Older LGBT people are more likely to live alone so isolation is a big issue that SAGE works to address.



### Support Where It's Needed

Sage Upstate is committed to providing services to ALL older LGBT people in Central New York. The SAGE Community Building Committee developed an inclusivity statement (below and featured in every issue of the SAGE Upstate News), offered Race Dialogue Circles and held a diversity institute entitled, "Common Bonds" to explore the "isms" that divide the LGBT community. In addition, SAGE continued to offer several groups that address the needs of communities within the larger LGBT elder community.

**Uzuri:** This group for aging LGBT People of Color celebrated its two year anniversary in 2010. Participation numbers have ranged from 8 to 30 for the group's programs, which included discussions, presentations, an open house and a service project that provided holiday gifts to needy LGBT people.



**60+ Circle of Friends:** The Circle of Friends group gathers SAGERS age 60 and older. Ten to twenty gather monthly for lunch, conversation, and discussion of topics relevant to those who have aged through their 50s and are on to bigger and better things.



### Transgender Potlucks

The potlucks have been meeting monthly for more than a year now, drawing an average of 14 aging trans folks. These gatherings, held



in the Sage Upstate Center offer support and socializing for older transgender folks, and feature discussions, presentations, and support.

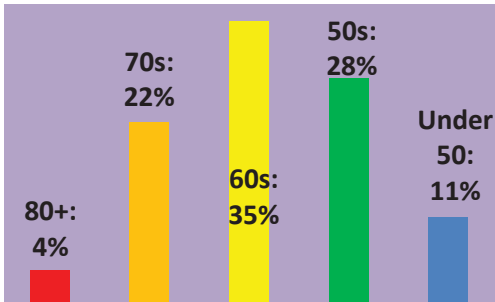
### Regional Networks

People travel to Syracuse to participate in Sage events from all over the region. In 2006, Sage began to establish regional networks to help participants find support close to home. In 2010, SAGERS met in Cayuga, Cortland, and Oswego Counties for pool parties, potlucks, dances, and evenings out, with an average of 22 people per month participating.



### A Welcoming Environment For All

*SAGE Upstate is committed to creating an environment where ALL older LGBT people feel welcome and a sense of belonging. If you or someone you know experiences anything different at a SAGE Upstate function, please let us know. SAGE Upstate will provide needed education and support when necessary. Contact Kim Dill at 315-478-1923 or kdill@SAGEupstate.org.*



### Participants

SAGE Upstate served 632 individuals in 2010 -- at programs, groups, classes, with the newsletter and other activities. Women made up 52% (329) and men

### Volunteers

Fourteen groups and three regional networks meeting throughout 2010 depended on volunteer leaders. A team of volunteers helped with two dances. Five faithful volunteers coordinated monthly potlucks, the Annual Picnic and the Thanksgiving feast. 5 - 10 volunteers showed up every month to mail out the newsletter. Seventeen individuals played a very special volunteer role -- that of board member. These folks and others served on committees that moved SAGE Upstate forward on many fronts. The Community Building Committee worked on inclusion, the Fundraising committee looked at ways SAGE Upstate could diversify its funding in the face of state budget cuts, and the New Space committee looked for a new home. The Empire State Pride Agenda presented a "Star Award" to SAGE Upstate volunteers for their work on the local and state level.

accounted for 48% (303). In late 2010, SAGE Upstate started the process of collecting more extensive demographics on participants, members and donors. To date, we have collected information on more than half of all participants. Of these, 26% are age 70 or older, 11% are under age 50, and 63% are in their 50s or 60s (see bar chart above). Most (83%) are white, 4% are African American, 9% responded with "other," and the remaining 4% are Latino/a, Native American, and Asian-American. Most participants (90%) are gay or lesbian, 4% are bisexual, just over 1% identify as queer, and just under 1% are heterosexual. The 46 who provided relationship information had been partnered from 1 to 56 years. Twenty-seven of those responding identify as transgender. In the coming year, SAGE Upstate will step up its efforts at collecting demographic data, with the goal of having complete information for the 2011 Annual Report.



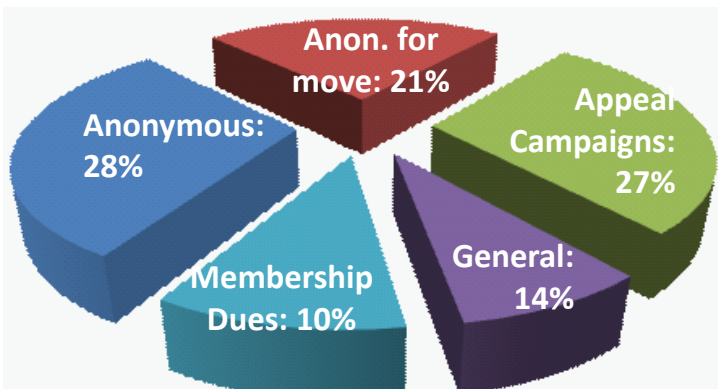
### SAGE Upstate Staff

*After three years as Program Coordinator, Carrie Elliott left us to go back to school. In her time at SAGE she realized many accomplishments, including establishing the Buddy Network, education on trans issues, and developing and coordinating wellness programs. Michael Fernandez held the Program Coordinator position from July to December, leaving at the end of the year. A new Program Coordinator will be hired in Spring, 2011. Barbara Johnson has served as Office Manager for 2 years, and Kim Dill has been SAGE Upstate's Executive Director since 2003.*



## Donors and Members

Individual membership dues and contributions raised \$69,983 in 2010 - more than ever before. Donations totalled \$62,912. Some \$19,370 came from the endowment of one anonymous donor, and another anonymous donor gave \$15,000 to be used for a move to a new space. \$13,000 was raised early in the year for the 2009-10 Appeal campaign, and \$5,500 was raised in November and December for the 2010-11 Annual Appeal campaign. Appeal donations ranged from \$10 to \$6,000, with an average donation of \$75. Another \$10,042 was raised in business sponsorships, general donations and program fees. Membership dues raised \$7,071 in 2010. Dues payments ranged from \$1 to \$200, with an average of \$45.



**2010 Breakdown of Individual Contributions and Membership Dues**  
Total: \$69,983

Patty Agne  
Arlene Ahl  
Gretchen Barfoot &  
Bev Taylor  
Ron Baldwin  
John Barnett &  
David Alber  
Gerri Berrios  
Remo Bianco  
William Bittel  
Randi Bregman  
Julie Bridgeman  
Jean Brooks  
John Burger  
Myron Burke  
Roger Case  
Joanne Cehovian &  
Mary Reed  
David Chapman  
Rosemarie Cittadino  
Richard Cowell  
Michael Cusano  
Sandy Davis &  
Mary Gillen

Vivian Derrickson &  
Deborah Hardy  
Thomas DiBenedetto  
David Dickinson  
Denise Dwyer  
Judith Egan &  
Edith Moore  
Epiphany Eucharist  
Joan Flask  
Anthony Fonehouse  
Charles Fritz &  
Donald Shubauer  
Ted Furze  
Donna Gataletto &  
Lisa Hall  
Barbara Genton  
Barbara Gerber &  
Nancy Osborne  
Maria Grice &  
Crystal Doody  
Susan Hansen &  
Sharon Wegener  
Wendy Harris  
Diane Heukrath &  
Mel Ames

Allen Hoffman  
Susan Horn  
William Howe  
Diane Johnson  
Catherine Kahl  
Mark Kavouksorian  
Steven Kernan  
Cindy Kinney &  
Linda Burt  
Helen Landfear  
Jeanne Lagergren &  
Pamm Mosey  
Mike La Montagne  
Joe Leonard  
David Leslie  
Deborah Litz  
Joann Loren  
Eric Lyboldt  
Sandra Marlow &  
Deborah Saturno  
Sally McSween &  
Mary Cornelius  
Peter Moller  
Barbara Molvar &  
Rebecca Raymond

Phil Money  
Dierdre Neilen  
Shirley Novak  
Cynthia Perrine  
Ross Pickereign  
Marilyn Pinsky  
Dale Pierce  
Rob Pusch  
Caren Samuels  
Donna Setrella  
Maria Silberman  
Casey Sprock  
James Small  
Shelley Stein  
Jeff Sterling &  
Mil Decker  
Raymond Stoffel  
Lucy Twichell &  
Wendy Miller  
David Wanstreet  
Susie Weiss  
Henry Yokel &  
Harry Freeman Jones

**THANK YOU**  
**TO OUR 2010-11 ANNUAL APPEAL DONORS**



# 2010

## Building A Strong Organization

### ADVANS

In 2010, SAGE Upstate was invited into the Gifford Foundation’s ADVANS (Advancing and Developing the Assets of Nonprofits in Syracuse) program. In Fall and Winter, board and staff conducted a self-evaluation to determine where the organization falls in the non-profit life cycle (early growth stage) and to plan steps for moving forward. The program also provides funding to carry out this work, which includes securing more space, increasing visibility of the organization, and developing board and staff skills.



### New Space

We’ve grown out of the accessible space in our current location, so SAGE spent much of 2010 looking for a

bigger building. We are currently in negotiations to move into a space at the CNY Philanthropy Center. Photo: The “New Space” Committee visits a potential space.

### How Does SAGE Upstate Make A Difference For You?

“I have made very close and treasured friends who I socialize with and depend on through life’s tougher times”

“I do not feel so frightened of getting older and feeling vulnerable and alone”

“SAGE has given me a network of friends and support that has changed my life totally”

“Friendships, feeling of belonging, socialization”

“I hope that upcoming generations will not have to have the same issues we have had and will be accepted into the mainstream. But it will still be important to have this type of organization for community”

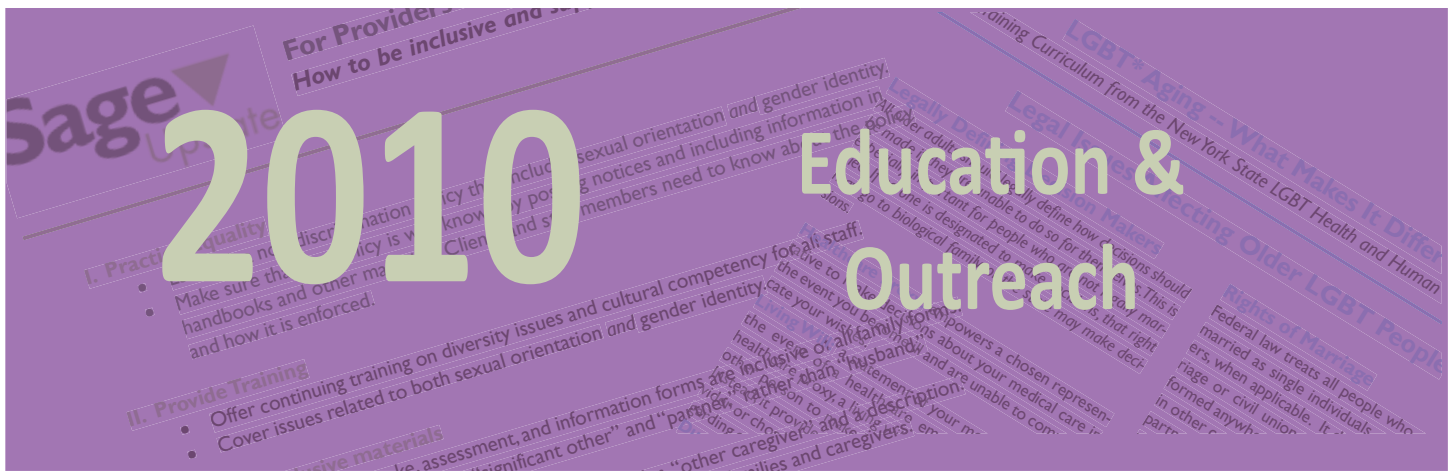
“I think SAGE does a wonderful job of providing services to senior LGBT folks in our area, and creating a sense of community for so many. I also know what a difference you make, in big and small ways, and how many lives you touch in ways that you likely don’t even know. Thank you for it all”

*These responses are taken from participant surveys administered in late 2010.*

### Participant Survey

In the Fall of 2010, SAGE Upstate administered a survey on program participants; just over 100 of 700 were returned. Of those responding, half are in relationships, half live alone, and almost half are retired. 15% were caregivers for partners, families, and friends, and 11% did not know who would care for them. Just over 70% were out to family, 62% were out to health care providers, and only 40% were out to neighbors. Seniors in our community seem to be a bit more tech-savvy than those in the mainstream -- 90% have an email address, 89% own a cell phone, and 88% own a computer. Respondents also indicated their interest in different types of programming. Survey results will help SAGE better understand who we are serving and what is needed by participants.





## Education

In 2010, SAGE Upstate educated providers of aging services, students, and organization leaders about issues faced by older LGBT people. Audiences included Onondaga County Department of Aging and Youth affiliates, American Geriatrics Association members, SUNY Cortland students, and LGBT youth. As part of the Senior Issues Committee of the New York State LGBT Health and Human Services Network, SAGE Upstate hosted a “Train the Trainers” workshop for to help organizations from all over Central and Western New York educate on LGBT aging issues. SAGE Upstate provided resources and outreach at “Senior Days,” a statewide event for older New Yorkers and providers of aging services. The Rainbow Alliance of Central New York, of which SAGE is a member, held a “Meet & Greet,” linking local providers of services with LGBT organizations. SAGE was in the news as well in 2010, with articles and appearances in the *Post Standard*, *WCNY's Central Issues*, and other local news outlets. SAGE was represented at the National SAGE conference, *The Future of Aging in Our Hands*, in New York City. Board Member Barb Genton spoke at a presentation entitled, “The Power of One: Finding our Individual Voices.” Staff also traveled to Washington, DC for the National LGBT Aging Roundtable.

## Sage Upstate News

The newsletter reached 400 addresses monthly through mail, email, and distribution at community sites. A few pages were added to provide even more info on



programs, community events, and health issues. *Health Aging*, a new feature, covered topics in a more in-depth way, and the *Wellness Page* continued to provide simple, accessible health information. Topics covered included: depression, caregiver support, mental health, meals on wheels, breast and prostate cancer, grief, and HIV/AIDS issues. Also in 2010, many member-contributed features were introduced.

## Out in the Community

SAGE Upstate participated in the NYS LGBT Health and Human Services Network to advocate for funding, network with organizations statewide, and build capacity. SAGE Upstate also had a very visible presence in the CNY Pride Parade, with marchers in red shirts escorting a float that celebrated LGBT history.



## Senior of the Year

*SAGE Upstate Board Member Barb Genton was named Onondaga County's Senior Citizen of the Year, raising visibility for older LGBT people and SAGE Upstate. Barb was recognized at a ceremony at the Governor's Mansion in Albany, and at a dinner held by the Onondaga County Department of Aging*

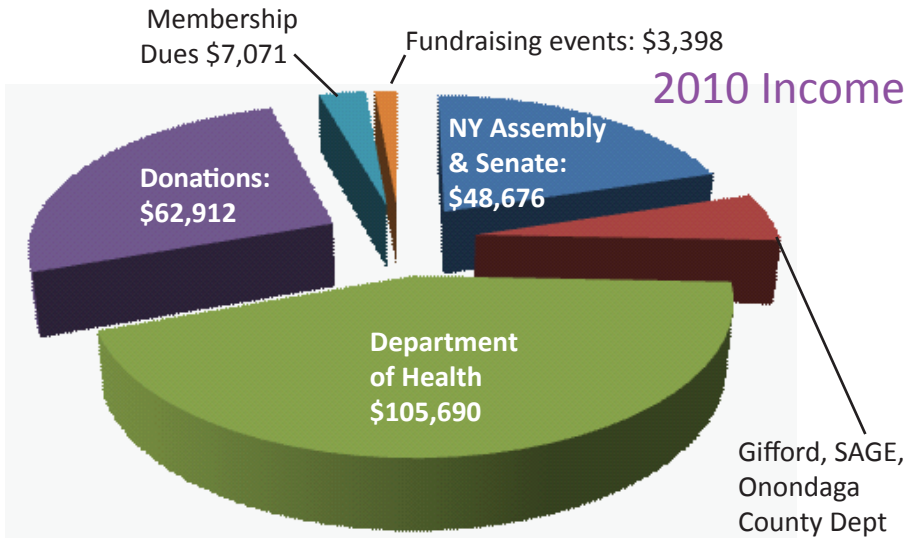


*and Youth. L-R Barb Genton, Onondaga County Commissioner Joanie Mahoney, and Onondaga County Department of Aging and Youth Commissioner, Lisa Alford.*



# 2010

# Financial Report



## 2010 Income/Revenues

Grants	\$167,319
Memberships/Donations	\$ 69,983
Events	\$ 3,176
Other Income	\$ 222

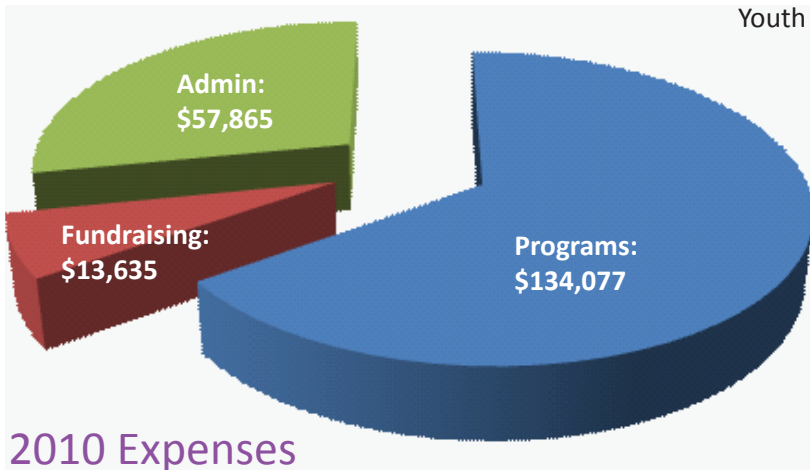
**Total Income/Revenues: \$240,700**

## 2010 Expenditures

Programs	\$134,077
Administration	\$ 57,865
Fundraising	\$ 13,635

**Total Expenditures: \$205,577**

**Change in Net Assets: \$ 35,123**



Local support from memberships and donations made up a larger percentage of income in 2010, continuing a trend we've seen in recent years. Though the majority of income came from state grants, 29% came from individuals who donated or paid membership dues. The largest piece of the pie, 44%, came from the NYS LGBT Health and Human Services Initiative through the Department of Health, followed by state legislative grants (NY Assembly: \$21,154; NY Senate: \$27,522) at 20%. Grants from the Gifford Foundation (\$7,000), SAGE USA (\$5,000), and the Onondaga County Department of Aging and Youth (\$953) made up 5% of income and fundraising events brought in 2%. On the expenses side, \$134,077 went directly into programs, while \$71,500 went into keeping the doors open.

## Memberships and Donations on the Rise

Since 2004, an upward trend has been seen in income from members and donors -- an increase of more than \$60,000 in 6 years.

