CONTENTS

4 From the Director
5 Mission & Vision
6 A Banner Year
11 Empowering LGBT Houston
14 Finances
17 Leadership
19 Contact Information
FROM THE DIRECTOR

Dear Friends,

When I can come to you year after year and tell you that more than 90 percent of the funding received by the Montrose Center goes to direct client services, I know that each and every one of our staff honors the trust we are given.

For example... Our outreach team is effective in teaching harm reduction techniques to reduce HIV transmission for those engaging in at-risk behavior. Our education staff travels North and South, East and West to deliver information about Cultural Sensitivity, HIV and STIs. The unsung heroes who make up our administration department handle thousands of calls, keep our infrastructure sound and secure, and maintain our building and the technology needed to serve tens of thousands of people each year. Our direct services staff includes those who connect weekly with LGBT youth and LGBT seniors, reducing their isolation in a world that isn’t always friendly to them. Case managers and therapists provide individual, couples and group support that can be—with no exaggeration—the difference between life and death. We couldn’t do all this without the hundreds of volunteers who reach out through us to help others in the LGBT community.

We are impassioned to make the Montrose Center the excellent and efficient organization you’ve come to expect.

In 2014, I celebrated my 25th anniversary working for this strong, openly LGBT organization. In the years to come, I hope to be here telling you I’ve spent more than half my life working here. In my measure, it’s a life well spent!

Sincerely,

Ann J. Robison, PhD
Executive Director
MISSION
The Montrose Center empowers our community – primarily lesbian, gay, bisexual and transgender (LGBT) individuals and their families – to live healthier, more fulfilling lives.

VISION
We envision a healthier society marked by permanent, positive changes in attitudes and behaviors toward the LGBT community, and the ability of all LGBT individuals to realize their fullest potential.
A BANNER YEAR

**We respond.** That’s what we do. We respond on behalf of Houston’s LGBT communities. This was a banner year for LGBT equality on the national front, and we incorporated many of these strides into our local programming, connecting the issues to services we’ve become known for in our 35 years of doing this.

Once the U.S. Supreme Court struck down the Defense of Marriage Act as unconstitutional, we held a panel discussion on understanding the new “post-DOMA” America, and what that meant in terms of immigration, social security, taxes, survivorship, and custody. Attendance was well over 100.

LGBT employment issues made news when President Obama signed an executive order banning federal government contractors from discriminating against LGBT employees and job applicants, and this sent a very strong and positive message to Houston’s corporate giants. The U.S. Labor Department also determined that Title VII of the Civil Rights Act extended to transgender persons under the broader category of sex discrimination.

Montrose Center staff embraced the color purple for Spirit Day in October, a national anti-bullying campaign.
We responded to the new employment climate by launching a new career resources program including a **Job Search Support Group** for the unemployed, underemployed, recent college graduates, career changers, first-time job seekers, and those re-entering the workforce after a long absence.

To celebrate the increased vibrancy of our community and the services we provide, a building make-over was in order and a celebration by way of a **Big Gay Block Party**. Center guests continue to comment about how much better they feel coming into the building with its new splashes of color, the new bike rack designed by Houston artist Gertrude Barnstone, and the “welcoming committee” of **Q-cons** painted by volunteers – including Judge Steven Kirkland – on our ground floor.

In the winter, we were able to make the holidays brighter for 100 of our neediest clients by giving them **Holiday Baskets**, each with a turkey and fixings for a complete holiday dinner, plus additional food, toys and home goods – all thanks to a generous donation from longtime supporter Bunnies on the Bayou.
The tides started to turn with regard to marriage equality in Texas when a federal judge determined the state ban on same-sex marriage as unconstitutional. The change lit a fire among LGBT advocates even though the ruling was stayed while the decision made its way up to a hearing before the 5th Circuit Court of Appeals.

The National LGBT Task Force brought its Creating Change conference to Houston with the Montrose Center as one of its local partners. Committee meetings were held in our Cultural Center throughout the year to plan for this, the country’s largest LGBT conference. We were able to get a little help from our friend and honorary board member Houston Mayor Annise Parker, who virtually posed for photographs with the Creating Change attendees, welcoming them to our fair city.

The Montrose Center has been a proud United Way agency since 1991, and after 23 years, we became closer to fully embracing the nondiscrimination policy of United Way of Greater Houston when the Sam Houston Area Council followed the National Boy Scouts of America by lifting its ban on gay and bisexual scouts. We eagerly anticipate that the Boy Scouts soon will extend that policy to scout leadership.
We expanded our social networking presence with new Facebook pages and prevention campaigns dedicated to HIV risk reduction in African American men who have sex with men (MSM), **Brothers Get It**, and one for Spanish-speaking MSM, **Salud Es Vida**. The Center remains committed to increasing access to affirming care for sexual minorities of color. 20% of all consumers of our behavioral health services in 2014 were African-American. 23% were Latino, which represents a steady increase of almost 70% since 2011.

Sadly, it was a year that we had to say good-bye to a dear friend. Community stalwart **Jimmy Carper** passed away, leaving behind a rich legacy. Jimmy was the longest-serving volunteer with the Center’s **LGBT Switchboard** (formerly Gay & Lesbian Switchboard Houston) and was part of the help and crisis line’s humble beginnings, working out of a garage in the 1980s. He trained throngs of volunteers, who like him, answered calls “with no hang-ups.” Jimmy also appears in our **SPRY** videos, educating senior consumers and service providers about the programs available through the Center.

**Jimmy Carper and Judy Reeves, long-time friends and co-curators of the Gulf Coast Archive & Museum of GLBT History, aka “GCAM.”**
As a regular host of KPFT 90.1 FM’s After Hours radio show, Jimmy reached out to the young “Hatchlings” of our Hatch Youth program to start their own monthly segment. In every show, he would give out the number of the LGBT Switchboard for listeners in crisis. The Center, the LGBT community and our entire city is greater because of Jimmy Carper. Through his contribution, countless lives were bettered, if not saved.

In March, the tragic murders of young lesbians Brittney Cosby and Crystal Jackson made the news, shedding light on hate crimes and family violence issues. An employee with the Montrose Center went to meet with family members immediately after their bodies were discovered, and we worked with the community to hold a vigil in Brittney and Crystal’s memory. Brittney’s father was arrested on charges relating to their murders, however, investigators were not able to press charges against him for the murders.

Heading into the summer, Executive Director Ann J. Robison submitted an open letter Houston Mayor Annise Parker and the members of the city council advocating for the Houston Equal Rights Ordinance. Several staff members took personal time to testify at the public hearings in favor of HERO, as the Montrose Center exists, in part, because of discrimination against and the disparities in affordable services for LGBT individuals. The nondiscrimination ordinance passed in an 11-6 vote of the city council.

Volunteers stand proudly before the mural they painted of our Q-con “welcoming committee,” which now greets all visitors to the Center.
EMPOWERING LGBT HOUSTON

111 LGBT seniors (60+) socialized and enjoyed free hot lunches in the Montrose Diner

188 LGBT seniors (60+) received support and advocacy through

267 LGBTQ youth (13-20) received support & mentoring at

108 LGBTQ high school students received peer support through Safe Zones Project

1467 LGBT & Persons with HIV/AIDS received professional counseling

2778 Persons with HIV/AIDS received case management services

200 Persons with HIV/AIDS received rent & utility assistance
EMPOWERING LGBT HOUSTON

188 adults with addictions received outpatient treatment in our WAY OUT recovery program.

168 LGBT violence survivors received advocacy & support services with 34 in safe shelter.

610 callers received help through switchboard 24 Hour Helpline.

19682 community members received education on LGBT sensitivity & health issues.

1017 community members visited our Cyber Center for computer and Internet access.

13161 persons at risk for HIV & STIs were educated via street outreach.

300+ community members participated in free wellness and peer groups.

40K+ community members attended meetings & events in our Cultural Center.
EMPOWERING LGBT HOUSTON

EDUCATION & OUTREACH
36,083 Contacts

- Transgender: 6%
- Female: 33%
- Male: 61%
- African American: 46%
- Latino/a: 23%
- Asian/Pac. Islander: 1%
- Mixed/Other: 4%
- Caucasian: 27%
- Incomes less than $15,000: 67%
- Uninsured / Under-insured: 36%

BEHAVIORAL HEALTH
1,467 Clients

- Transgender: 14%
- Female: 37%
- Male: 48%
- African American: 20%
- Latino/a: 23%
- Asian/Pacific Islander: 2%
- Mixed/Other: 8%

Incomes less than $15,000: 67%
Uninsured / Under-insured: 36%
FINANCES

REVENUE (Audited)

<table>
<thead>
<tr>
<th>Source</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Government Grants &amp; Contracts*</td>
<td>$3,851,086</td>
</tr>
<tr>
<td>Foundations &amp; Corporations</td>
<td>$282,345</td>
</tr>
<tr>
<td>United Way of Greater Houston</td>
<td>$121,450</td>
</tr>
<tr>
<td>Client/Participant fees</td>
<td>$1,235,563</td>
</tr>
<tr>
<td>Donations</td>
<td>$195,342</td>
</tr>
<tr>
<td>Devaluation of pledges</td>
<td>$(20,779)</td>
</tr>
<tr>
<td>Special Events (net)</td>
<td>$39,920</td>
</tr>
<tr>
<td>Other income incl. space rental</td>
<td>$66,007</td>
</tr>
<tr>
<td><strong>TOTAL</strong></td>
<td><strong>$5,791,705</strong></td>
</tr>
<tr>
<td>In-kind Donations</td>
<td>$128,282</td>
</tr>
</tbody>
</table>

*Detail:

- Texas Department of State Health Services       $1,591,552
- City of Houston                                 $888,623
- U. S. Department of Health and Human Services   $674,996
- Harris County – Ryan White Care Act, Part A     $268,795
- U. S. Department of Housing and Urban Development $100,939
- Texas Office of the Governor, Criminal Justice Division $93,620
- Texas Office of the Attorney General            $70,849
- Health and Human Services Commission            $58,356
- Other                                           $103,356

SEPTEMBER 1, 2013 -- AUGUST 31, 2014
## FINANCES

### EXPENSES (Audited)

<table>
<thead>
<tr>
<th>Category</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Personnel</td>
<td>$3,162,878</td>
</tr>
<tr>
<td>Fringe Benefits (Health &amp; Other Insurance, Retirement Plans)</td>
<td>$ 468,673</td>
</tr>
<tr>
<td>Payroll Taxes</td>
<td>$ 236,796</td>
</tr>
<tr>
<td>Professional &amp; Contract (Audit, Evaluator, Staff Support Group, Legacy)</td>
<td>$ 242,852</td>
</tr>
<tr>
<td>Direct Client Assistance</td>
<td>$ 615,030</td>
</tr>
<tr>
<td>Depreciation</td>
<td>$ 107,861</td>
</tr>
<tr>
<td>Supplies</td>
<td>$ 37,833</td>
</tr>
<tr>
<td>Insurance (Liability &amp; Operations)</td>
<td>$ 13,218</td>
</tr>
<tr>
<td>Telecommunication</td>
<td>$ 23,470</td>
</tr>
<tr>
<td>Postage</td>
<td>$ 2,847</td>
</tr>
<tr>
<td>Occupancy</td>
<td>$ 504,673</td>
</tr>
<tr>
<td>Equipment Lease</td>
<td>$ 5,823</td>
</tr>
<tr>
<td>Printing</td>
<td>$ 7,832</td>
</tr>
<tr>
<td>Local Travel</td>
<td>$ 54,457</td>
</tr>
<tr>
<td>Licenses &amp; Permits</td>
<td>$ 5,659</td>
</tr>
<tr>
<td>Special Events &amp; Community Involvement</td>
<td>$ 14,318</td>
</tr>
<tr>
<td>Professional Development</td>
<td>$ 28,458</td>
</tr>
<tr>
<td>Bad Debt Expense</td>
<td>$ 22,653</td>
</tr>
<tr>
<td>Capital Payments to Endowment</td>
<td>$ 9,387</td>
</tr>
<tr>
<td>In-kind Professional Services</td>
<td>$ 134,062</td>
</tr>
<tr>
<td>Leased Space Expense</td>
<td>$ 64,435</td>
</tr>
<tr>
<td>Miscellaneous (Bank Charges, Interest, Board Expenses, Volunteers and Board Recognition)</td>
<td>$ 41,513</td>
</tr>
</tbody>
</table>

**TOTAL** $5,804,984

SEPTEMBER 1, 2013 -- AUGUST 31, 2014
### BY PROGRAM

<table>
<thead>
<tr>
<th>Program</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Case Management &amp; Outreach</td>
<td>$2,525,738</td>
</tr>
<tr>
<td>Way Out Recovery Program</td>
<td>$ 581,172</td>
</tr>
<tr>
<td>Anti-Violence Program</td>
<td>$ 505,664</td>
</tr>
<tr>
<td>Education</td>
<td>$ 502,329</td>
</tr>
<tr>
<td>LIFE Program (General Counseling)</td>
<td>$ 471,688</td>
</tr>
<tr>
<td>HIV/AIDS Counseling</td>
<td>$ 463,881</td>
</tr>
<tr>
<td>SPRY Seniors</td>
<td>$ 249,745</td>
</tr>
<tr>
<td>Management/General</td>
<td>$ 351,287</td>
</tr>
<tr>
<td>Fundraising</td>
<td>$ 170,882</td>
</tr>
<tr>
<td><strong>TOTAL</strong></td>
<td><strong>$5,822,386</strong></td>
</tr>
</tbody>
</table>
Montrose Counseling Center, Inc. dba the Montrose Center

BOARD OF DIRECTORS
As of August 31, 2014

Aaron Masterson, MBA
Michael Kauth, PhD
Gretchen Myers
Chris Robertson
Joel Dietz, MS, SPHR
Jackie Cayton
Tara Kelly
Daryl Shorter, MD
Shannon Simpson
Angela Young, MLA

President
Vice President
Treasurer
Secretary
At-Large

Montrose Counseling Center Permanent Endowment

BOARD OF DIRECTORS
As of August 31, 2014

Robert Bois
Ralph Herring, OD, MHA
Eric Liston
Michael Sirimatauros, PharmD, BCNSP
Jim Bailey
Jason Doxey

President
Vice President
Treasurer
Secretary

17
CLINICAL ADVISORY COMMITTEE
As of August 31, 2014

Tony Carroll, LCSW
Paul B. Damin, PhD
Carole DeLongchamps, LCDC, NCAC II
Aaron Fink, MD
Joyce Gayles, PhD
Sherry Gill, LCDC, CCDS, LCDC
Miles D. Glaspy, LCSW
Paula J. Haymond, EdD
Karen A. Holmes, PhD
Cele Keeper, LCSW
Barbara Levenson, PhD, RN, LMFT
John Marcellus, MD
Joan McKirachan, MA, LPC
Denise O’Doherty, LPC, LMFT, MSN, LCDC
Luis Peña, LPC
Raymond H. Pledger, PhD – Chair
Zishan Samiuddin, MD
Brenda Sprinkle, PhD
Diana Storms, LCSW
Lisa Weaver, PhD

HONORARY BOARD MEMBERS
As of August 31, 2014

Marion E. Coleman
Former State Representative Debra Danburg
Former City of Houston Councilmember Sue Lovell
City of Houston Mayor Annise Parker