



sage | Advocacy & Services for LGBT Elders
We refuse to be invisible

40 FIERCE YEARS

2018 Annual Report



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**As of 5/31/2019*

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FIERCE
40
YEARS

A Message from the CEO

Building a Lasting Movement of LGBT Elders

1978

First community meeting and Certificate of Incorporation



1979

Nation's first Friendly Visitor program matches volunteers from the community with LGBT older people

1980

Hired first Executive Director, Jim Flanagan



In 2018, SAGE celebrated the 40 Fierce Years of progress that the organization has experienced since our 1978 founding. But as this annual report amply demonstrates, SAGE didn't treat this landmark anniversary as a moment to rest on our laurels. Instead, the past year has been a time of vital breakthroughs in SAGE's mission to build a world where all LGBT elders have the opportunities they deserve. In 2018, we demonstrated that we're building a lasting movement with and on behalf of LGBT older people.

When we think about times of great change—like our country's Civil Rights Movement—we often focus on headline-grabbing leaders. Over the years, SAGE has had its share of these bright stars, ranging from the dynamic executive director Ken Dawson in our early days to the wise elder icon Edie Windsor, who was one of our most treasured supporters until she passed away in 2017. Though people like Ken and Edie



are essential to SAGE's story, much of what makes a movement succeed are the people behind the scenes whose names we seldom hear and whose photos we rarely see. So, in 2018, we celebrated not only our icons, but also our everyday leaders who have been—and remain—critically important contributors to SAGE's past, present, and future.

In the early days of SAGE, most of those unsung leaders came from our organization's birthplace—

In 2018, we celebrated not only our icons, but also our everyday leaders who have been—and remain—critically important contributors to SAGE’s past, present, and future.

New York City. One of the ways that we marked their legacy in 2018 was by building the Big Apple’s first two LGBT-friendly affordable housing developments for older people, fulfilling one of SAGE’s decades-long goals. We will cut the ribbon on the first building in 2019 and the second in 2020.

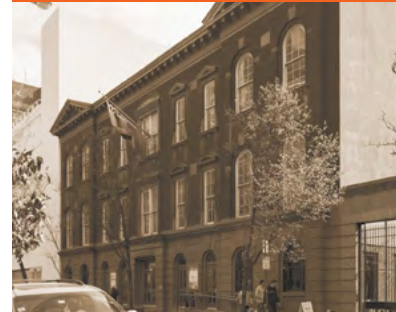
Even as we spent 2018 driving toward these historic accomplishments, our communities and our elders stared down relentless hostility from the Trump administration. Since the 2016 elections, SAGE has been forced to develop strong grassroots-advocacy muscles to protect our elders from the unacceptable bigotry of this moment in our country’s history. In 2018, we mobilized our national supporters through our Care Can’t Wait campaign, which powerfully opposed discrimination and advocated for LGBT-inclusive eldercare. When Mary Walsh and Bev Nance were turned away by a St. Louis retirement community that decided the couple’s 40-year relationship didn’t qualify as a “biblical

marriage,” SAGE drew the line. We partnered with the National Center for Lesbian Rights (NCLR) to defend the couple and remind all care providers of their responsibility to respect our community’s elders. We’ve also stood strong with transgender elders in the face of repeated assaults by the Trump administration. These were just a few of the key highlights in 2018 as SAGE marked 40 Fierce Years and geared up for our elders to be front-and-center for the 50th anniversary of the Stonewall uprising in 2019.

As always, thank you for everything you do to make this work possible. Together, we will build a movement that ensures that every LGBT elder—no matter where they live—enjoys the full respect, support, and opportunity they deserve as they age.



Michael Adams
CHIEF EXECUTIVE OFFICER



1981

SAGE moves to 208 West 13th St. —today the Lesbian, Gay, Bisexual & Transgender Community Center



1982

Ken Dawson becomes Executive Director, shifting SAGE’s focus to activism and self-help



1983

SAGE receives Gerontologist Award for Achievement in Advocacy or Service and is declared a national prototype of supportive services for LGBT elders



40 FIERCE YEARS



1984

SAGE opens nation's first senior LGBT drop-in center



1988

75 volunteer friendly visitors organize to meet the needs of homebound elders amidst the AIDS crisis

1989

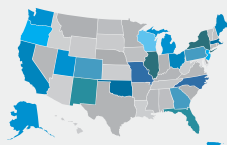
SAGE establishes the nation's first AIDS and the Elderly Program



SAGE by the Numbers

National Network

30 AFFILIATES in **22** states plus Puerto Rico



7,732 people served each month

573 programs hosted each month

42,854 hours of programming per year

Cultural Competency Training

32,000+ professional caregivers from

328 organizations across

39 states trained in caring for LGBT elders

136 organizations credentialed

76,191 LGBT older people served



Building Ties Across Generations

2,670 total participants

235 total hosts

65 organizational hosts

160 total events in **37** states and **5** countries



Advocacy

SAGE launched a national advocacy campaign called **CARE CAN'T WAIT**, targeting the Trump administration's efforts to allow religious-based discrimination impacting more than bakeries and restaurants, and allowing people to be turned away from ambulances, hospitals and nursing homes, affecting the lives of all older LGBT people. The campaign mobilized people from across the country to stand up with LGBT elders and against religious-based discrimination.



25,000+ individuals and more than **50** state partner organizations from all 50 states took the pledge



SAGE expanded Care Can't Wait following the news that a married lesbian couple, Bev Nance and Mary Walsh, was denied housing by Friendship Village, a senior-housing facility in Missouri, because their union did not follow the so-called "biblical definition of marriage. In response, SAGE joined forces with the National Center for Lesbian Rights, and asked supporters to pledge to stand with Mary and Bev. The campaign mobilized nearly 3,000 petitioners nationwide.



SAGE in the Spotlight

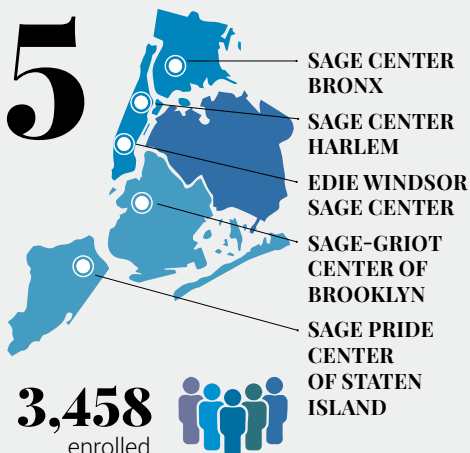
566 mentions in the press, a **157%** increase over 2017

Social-media posts were seen by nearly **9 million** people, resulting in **187K+** interactions

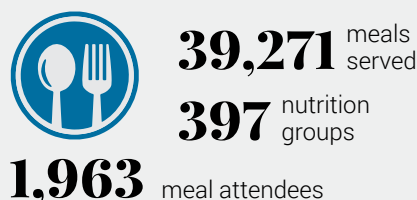


SAGE by the Numbers

SAGE Centers



NUTRITION & MEALS



EXERCISE



HEALTH AND WELLNESS



ARTS/CULTURE/EDUCATION/TECH



VOLUNTEERS



LGBT-Friendly Housing

Construction began on SAGE's two LGBT-friendly housing developments, Ingersoll Senior Residences in Brooklyn and Crotona Senior Residences in the Bronx.



In total, **5,024** LGBT elders are interested in SAGE's housing projects in New York City

Cultural Competency Training

9,000 staffers trained at the Visiting Nurse Service of New York in caring for LGBT elders



Friendly Visitors & Respite Buddies

6,000+ volunteer hours spent visiting homebound LGBT elders

HIV Support

In 2018, SAGEPositive served almost **550** LGBT older people living with or at risk for HIV

40 FIERCE YEARS

SAGE to establish local affiliates

Fourteen representatives from sixteen communities in the United States and Canada met in New York City, Sept. 17-20, for the biennial conference on aging sponsored by Senior Action Environmental (SAGE). Twin Cities participants O'Brien, administrative director of the Gay and Lesbian Community Action Council, John Young of the Twin Cities Task Force on Gay and Lesbian Aging, and Kristina, a University of Minnesota



1992

SAGE national network of affiliates launches



1993

Older Lesbians Project launches



1995

SAGE opens its headquarters at 305 Seventh Avenue in NYC



40 *FIERCE*
YEARS

SAGE Celebrates 40 Fierce Years

SAGE Launches Puerto Rico Affiliate

In 2018, SAGE expanded its reach in many crucial, rewarding ways.

One of our most exciting new partnerships is our new SAGE affiliate hosted at Waves Ahead, a nonprofit in Puerto Rico dedicated to assisting marginalized and vulnerable people in the island nation. Set in the capital city of San Juan, SAGE Puerto Rico

is the territory's first center for LGBT older adults and will provide an array of educational, social, and medical services for LGBT community members over the age of 55. SAGE CEO Michael Adams joined the head of Waves Ahead and now SAGE Puerto Rico, Wilfred Labiosa, at the affiliate launch on October 24, 2018. In addition to offering life-changing services to LGBT elder Puerto Ricans, this newest SAGE affiliate will work to inform and influence the Puerto Rican landscape on behalf of LGBT older people through community-based local and state advocacy efforts. SAGE Puerto Rico will also provide leadership and education to organizations, service providers, the health care community, and retirement homes to help them serve their nation's aging LGBT population.



1998

SAGE hosts the first National Conference on Aging in the LGBT Community for service providers, activists, and researchers from across the country



2000

SAGE runs full-page ad about its services in *The New York Times*

2001 **AARP**

SAGE and AARP collaborate for the first time

2003

SAGE's first long-term care curriculum developed for health care providers and nursing homes receives an award for excellence from the University of Pennsylvania



LGBT Elders Will Soon Have a Place to Call Home

In 2018, SAGE and its partners made great strides in the construction of two LGBT-friendly elder housing developments in New York City. Ingersoll Senior Residences in Brooklyn and Crotona Senior Residences in the Bronx—which will each feature a state-of-the-art SAGE Center on the ground floor—represent a significant step in fulfilling the great need for affordable housing among the city's LGBT elders. In November 2018, representatives from SAGE, BFC Partners, the New York City Housing Development Corporation, the New York City



Housing Authority, and the Department of Housing Preservation and Development celebrated the “topping out” of the Ingersoll building. The ceremony, which has centuries-old roots, is held when a new building’s final beam is placed atop the structure. Ingersoll Senior Residences will be New York City and State’s first LGBT-friendly affordable elder housing and the largest such development in the nation. It is expected to open for residents in 2019, which is also the 50th anniversary year of the Stonewall uprising. Construction of the Crotona Senior Residences is still underway; the development expected to open in early 2020. The Crotona and Ingersoll Residences will directly inform SAGE’s National Housing Initiative, which serves to establish national best practices for LGBT-inclusive housing through SAGE’s technical assistance and advocacy at both the federal and local policy levels. The SAGE Centers at the Ingersoll and Crotona Senior Residences were made possible by the Calamus Foundation and the Harry and Jeanette Weinberg Foundation.



Shining a Global Spotlight on LGBT Elders at International Federation on Ageing Conference

SAGE led the charge in highlighting LGBT elders and LGBT aging issues at the 14th International Federation on Ageing (IFA) Global Conference. CEO Michael Adams was a speaker at the Toronto conference, which included representatives from more than 70 countries and called for nations, companies, groups, and individuals to safeguard the rights of all LGBT elders. SAGE’s contingent at the IFA meeting included Bolivian trans leader Sassa Almendro Zeballos, 69, as well as other LGBT elders from Latin America. Zeballos knew she was different from most other children very early on. “When I was a kid, I felt like I was a girl,” she says. Coming out was not possible for her for many years, but she now knows the power of her truth and that of her community, explaining, “I am convinced that we cannot be invisible, discriminated against, or excluded.” SAGE is committed to global partnerships to ensure lives of dignity and respect for people like Zeballos all across the globe.



40 *FIERCE*
YEARS



2005

SAGE participates in 2005 White House Conference on Aging as the sole LGBT delegate

2006

Michael Adams becomes SAGE’s eighth Executive Director



2008

SAGE launches award-winning marketing campaign “SAGE Is”

Calamus Foundation awards \$1 million matching grant in honor of SAGE’s 30th anniversary



The
Calamus
Foundation

40 *FIERCE*
YEARS



2009

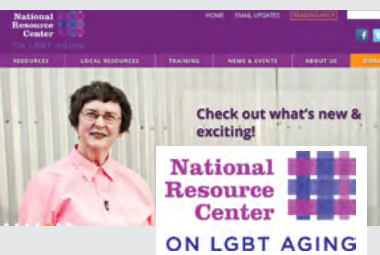
SAGE Harlem opens in the historic Theresa Hotel, strengthening SAGE's responsiveness to communities of color



SAGE joins the Leadership Council of Aging Organizations as only LGBT member

2010

SAGE is founding member of national Diverse Elders Coalition and helps organize Coalition's first Capitol Hill briefing



The U.S. Department of Health and Human Services awards SAGE the country's first grant to establish a National Resource Center on LGBT Aging

Fighting Religious-Based LGBT Discrimination

In 2018, a series of actions by the Trump administration to expand so-called religious exemptions posed a grave threat to LGBT elders across the country. According to *Dignity Denied*, a policy report released by SAGE, the Movement Advancement Project (MAP), and Columbia Law School's Law, Rights, and Religion Project, 85 percent of nonprofit continuing-care retirement communities are affiliated with a religious institution.

In response, SAGE launched Care Can't Wait, a campaign to mobilize a national response to the dangerous expansion of religious exemption laws and policies that give individuals, businesses, and government contractors a license to discriminate. Care Can't Wait—launched with the generous support of the Overbrook Foundation—called on LGBT older people, allies, and providers to sign a pledge to stand with LGBT elders in the face of religious-based discrimination, and galvanized more than 25,000 people from people across the country.



Later in 2018, SAGE's Care Can't Wait campaign focused its support on a St. Louis couple, Mary Walsh and Bev Nance, whose case of LGBT housing discrimination made national headlines. Legally married in Massachusetts in 2009 and together for over 40 years, Mary and Bev had put a deposit on an apartment in Friendship Village in Sunset Hills, Missouri. They'd chosen their final home together specifically because long-term healthcare was available at the property, so that they would never have to part as they grew older. After the

Friendship Village board learned they were a couple, they were denied entrance into the community, citing theirs was not a "biblical marriage." In response, SAGE swiftly partnered with the National Center for Lesbian Rights and redirected its Care Can't Wait initiative to specifically support Mary and Bev, which galvanized over 3,000 supporters. SAGE continues to fight fiercely to protect the rights of LGBT elders like Mary and Bev, and to change the laws that make such dangerous discrimination possible.



Expanding Advocacy in Key States

In 2018, SAGE continued our work on the ground in key states—including Washington D.C., Illinois, New Jersey, New York and Florida, among many others—to further protections for LGBT elders, including those living with HIV. This work is funded in part by the Evelyn and Walter Haas Jr. Fund, the Wellspring Philanthropic Fund, and the MAC AIDS Fund. After many months of working closely with SAGE, District of Columbia Councilwoman Mary Cheh introduced the nation's most far-reaching, comprehensive LGBT and HIV aging bill. In New Jersey, SAGE locked arms with Garden State Equality to advance legislation that would designate LGBT older people and older people living with HIV as greatest social needs populations under the Older Americans Act. SAGE additionally worked closely with New York Senator Brad Hoylman to reintroduce the Long Term Care LGBT Patient Bill of Rights and will work closely with the pro-LGBT majority in Albany to advance this comprehensive LGBT aging legislation.

Late in 2018, with the support of the Evelyn and Walter Haas Jr. Fund, SAGE formed a partnership with Equality Florida, Freedom for All Americans (FFAA), and other key organizations to bring LGBT elders face-to-face with their members of Congress. In these meetings, LGBT elders educate their representatives about the need for protections from discrimination and the importance of building support for LGBT-inclusive nondiscrimination protections.

LGBT Aging Training Program Served Over 75,000 Nationwide

LGBT older people need—and deserve—capable, LGBT-affirming services and protections from discrimination. To improve LGBT elders' experiences in long-term care facilities, SAGE launched its LGBT cultural competency training program—called SAGECare—in 2016 to teach mainstream nursing homes, assisted living facilities, and home care agencies how to serve LGBT people. SAGECare began with the help of many supporters, including Mona Pittenger, the David Bohnett Foundation, Ellis Woodward, the Gill Foundation, the H. van Ameringen Foundation, Jim Pepper, Joy Tomchin, the Small Change Foundation, Stanley Tomchin, and Ted Snowden. In 2018, the program saw considerable growth, reaching large care providers in California, Washington, D.C., Maryland, Arizona, and many other states. More than 32,000 professional caregivers from 328 organizations across 39 states were trained. As a result of this work, over 75,000 LGBT older people received LGBT-competent care.



2010

SAGE opens its Washington, D.C. policy office



2011

SAGE adds first Board members from outside New York City in Washington, D.C., Chicago, Miami/Ft. Lauderdale, and Los Angeles



2012

SAGE catalyzes national participation in the Obama Administration's first-ever White House LGBT Conference on Aging

With the National Center for Transgender Equality, SAGE

releases a path-breaking report on transgender older adults



40 *FIERCE*
YEARS



2012

SAGE opens the country's first full-fledged, publicly funded senior center for LGBT elders in New York City



2013

SAGE joins American Society on Aging and other ally organizations in filing a key amicus brief providing LGBT elder perspective on marriage equality in Edie Windsor's successful Supreme Court challenge to DOMA

SAGE releases ground-breaking report on improving health and wellness for LGBT older people of color



Our Supporters

SAGE thanks its supporters who have made a significant investment—of money, time, or talent—in our work.

SAGE 2018 National Leadership Council

SAGE's National Leadership Council is a dynamic network of ambassadors committed to raising the visibility of SAGE through fundraising, outreach, and advocacy. These leaders are critical to our success, standing with SAGE to provide resources to meet the needs of our elders and to advance the rights of our community. SAGE would like to thank our dedicated and passionate members for their leadership, service, and generosity.

Co-Chairs

Jennifer Hatch
William Weinberger
Kevin Williams

Philanthropic Member Organization

The Calamus Foundation

Honorary Co-Chair

James C. Hormel

Members at Large

Harvey Abrams & Michael Sites
Ward Auerbach & Andy Baker
Gary Carnow & Barry Soroka
Lawrence Chanen & Jack Burkhalter
Carol Davidson & Jody Silver
Victoria Hill
John Kordel Juliano
Jay Lesiger & Tom Klebba
Thomas Luciano

James G. Pepper
Barbara A. Rosen & Patricia Martone
Thomas Sciacca
Ted Snowden & Duffy Violante
Joy A. Tomchin
Jim Tyrrell & Roger Thomson
Ellis Woodward



2014

SAGE receives funding from New York State Legislature to launch LGBT Elder Veterans Initiative

SAGE releases the first national market study on the experiences and perspectives of LGBT older adults



SAGE launches multi-year agency-wide diversity and equity initiative

2015

SAGE wins major policy victories at the 2015 White House Conference on Aging



Foundations

\$250,000+

Anonymous
The Calamus Foundation

The John A. Hartford Foundation
The Harry and Jeanette Weinberg Foundation Inc.

\$100,000 – 249,999

Annenberg Foundation/Metabolic Studio
New York Community Trust
Rockefeller Philanthropy Advisors

The Ted Snowden Foundation
H. van Ameringen Foundation
Wells Fargo Housing Foundation

\$50,000 – 99,999

Alphawood Foundation
MAC AIDS Fund
MetLife Foundation

John H. & Ethel G. Noble Charitable Trust
The Small Change Foundation
Evelyn and Walter Haas Jr. Fund

\$25,000 – 49,999

The David Bohnett Foundation
Broadway Cares/Equity Fights AIDS
Callen-Lorde Community Health Center

Jarvie Commonweal Service
Overbrook Foundation
Isaac H. Tuttle Fund

\$10,000 – 24,999

Louis and Anne Abrons Foundation Inc.
The Ahmanson Foundation
Altman Foundation
Anonymous
Design Industries Foundation
Fighting AIDS: DIFFA

FJC
The David Geffen Foundation
The Helene Foundation
Keck School of Medicine of USC
Schwab Charitable Fund
The Vidda Foundation

\$5,000 – 9,999

The Stanley E. Hanson Foundation
Lifetime Arts Inc.
John L. McHugh Foundation
Marvel Platoff Foundation
Rutgers Presbyterian Church

The Ludwig Family Foundation
The Sambol Family Foundation
Seymour/Tutelman Family Foundation
Venable Foundation

Government

U.S. Department of Health and Human Services
– Administration on Community Living
New York State Department of Health
New York State Office for the Aging
New York State Office of General Affairs
New York State Division of Veteran Affairs

New York City Department for the Aging
New York City Department of Health and Mental Hygiene
Manhattan Borough President Gale Brewer
New York City Council Speaker Corey Johnson
New York City Council Members:
Margaret Chin
Daniel Dromm

Daniel Garodnick
Vanessa Gibson
Brad Lander
Mark Levine
Carlos Menchaca
Annabel Palma
Bill Perkins
Keith Powers
Rafael Salamanca
Ritchie Torres
James Vacca
Jimmy Van Bramer

40 FIERCE YEARS

2015

With support from the NYC Council, SAGE inaugurates new SAGE Centers in the Bronx, Brooklyn (with GRIOT Circle) and Staten Island (with Pride Center of Staten Island)



The U.S. Supreme Court rules in *Obergefell v. Hodges* that same-sex marriage is legal in all 50 states



SAGE receives \$1 million matching grant from the Calamus Foundation to support its National LGBT Elder Housing Initiative



2016 sage CARE

SAGE launches SAGECare, a training and credential program for care providers committed to offering LGBT-inclusive services



SAGE announces New York City's first LGBT-welcoming elder housing—Ingersoll Senior Residences—with 145 apartments and an on-site SAGE Center



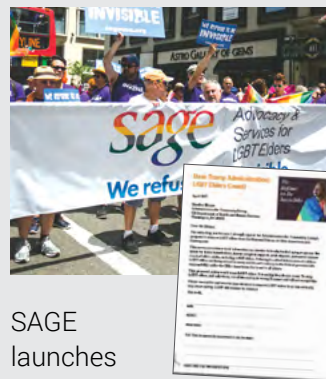
SAGE joins Diverse Elders Coalition to lead first-ever grassroots advocacy campaign for more LGBT-inclusive federal elder services

Citi Community Development awards SAGE \$250,000 to expand the National LGBT Elder Housing Initiative



2017

3,500 people gather nationally for the first SAGE Table, launched with the support of AARP to build ties across LGBT generations



SAGE launches aggressive national advocacy campaign—We Refuse To Be Invisible—and forces Trump Administration to abandon plans to erase LGB elders from evaluation of federal elders; SAGE follows up with a trans campaign



SAGE Center Midtown is renamed The Edie Windsor SAGE Center



SAGE and partners successfully advocate for first-ever public hearing of Inter-American Commission on Human Rights on LGBT elders



40 2018

Harry and Jeanette Weinberg Foundation awards SAGE \$1.7 million for state-of-the-art SAGE Center to be featured at Ingersoll Senior Residences, the country's largest affordable LGBT elder housing



Jim Obergefell joins the SAGE Board of Directors



SAGE partners with International Federation on Aging (IFA) to present first-ever LGBT program track at global conference



SAGE Financials

Condensed Statement of Financial Position

As of June 30, 2017 and June 30, 2018

	2017	2018
ASSETS		
Cash and Investments	\$ 3,533,757	\$ 5,076,490
Receivables and Pledges	\$ 3,108,216	\$ 4,170,634
Prepaid Expenses and Other Assets	\$ 513,608	\$ 530,061
Property & Equipment, Net	\$ 11,298,964	\$ 10,871,224
TOTAL ASSETS	\$ 18,454,545	\$ 20,648,409
LIABILITIES		
Payables and Accrued Liabilities	\$ 466,933	\$ 611,844
Loan Payable	\$ 7,379,207	\$ 7,178,793
Other Liabilities	\$ 200,243	\$ 161,883
Deferred Revenues	\$ 37,500	—
TOTAL LIABILITIES	\$ 8,083,883	\$ 7,952,520
NET ASSETS		
Unrestricted	\$ 9,429,258	\$ 9,065,078
Temporarily Restricted	\$ 941,404	\$ 3,630,811
TOTAL NET ASSETS	\$ 10,370,662	\$12,695,889
TOTAL LIABILITIES AND NET ASSETS	\$ 18,454,545	\$20,648,409

Condensed Statement of Cash Flow

For the fiscal year ending June 30, 2018

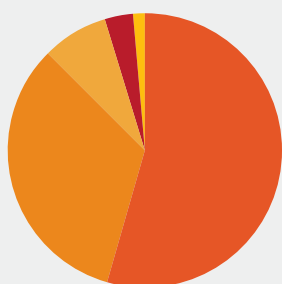
	2018
Net cash provided by (used in) operating activities	\$ 1,816,114
Net cash provided by (used in) investing activities	\$ 22,785
Net cash provided by (used in) financing activities	\$ (215,707)
Net increase (decrease) in cash and cash equivalents	\$ 1,623,192
Cash and cash equivalents at beginning of year	\$ 3,390,701
Cash and cash equivalents at end of year	\$ 5,013,893

Condensed Statement of Activities

For the fiscal years ending June 30, 2017 and June 30, 2018

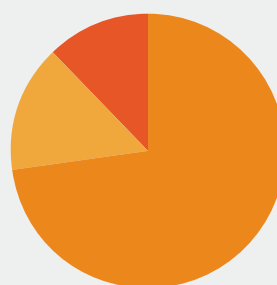
	2017	%	2018	%
SUPPORT AND REVENUE				
Government Grants and Contracts	\$ 3,916,049	41%	\$ 4,046,161	29%
Contributions Individuals and Foundations*	\$ 3,709,962	39%	\$ 6,607,848	48%
Special Events (Net)	\$ 803,565	9%	\$ 956,535	7%
Bequests	\$ 784,014	8%	\$1,516,821	11%
Program Fees	\$ 223,093	2%	\$ 433,875	3%
Investment and Other Income	\$ 11,047	0.1%	\$ 176,553	1%
TOTAL SUPPORT AND REVENUE	\$ 9,447,730	100%	\$ 13,737,793	100%
EXPENSES				
Programs and Direct Services	\$ 8,102,572	77%	\$ 8,285,486	73%
Administration	\$ 957,907	9%	\$ 1,737,270	15%
Fundraising	\$ 1,421,583	14%	\$ 1,389,810	12%
TOTAL EXPENSES	\$ 10,482,062	100%	\$ 11,412,566	100%
CHANGE IN NET ASSETS	(\$ 1,034,332)		\$ 2,325,227	

SUPPORT AND REVENUE FY2018



- Contributions—Individuals and Foundations* (48%)
- Government Grants and Contracts (29%)
- Special Events (Net) (7%)
- Program Fees (3%)
- Investment and Other Income (1%)

EXPENSES FY2018



- Programs and Direct Services (73%)
- Administration (15%)
- Fundraising (12%)

* Includes Donated Services and Memberships





sage




Advocacy &
Services for
LGBT Elders

We refuse to be invisible

SAGE

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