

# WE ARE SAGESTRONG



**Annual Report 2020**

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





**“I WANT TO THANK  
YOU SO MUCH.  
THE FOOD IS VERY  
HELPFUL, BUT ALSO  
YOU’RE LETTING  
PEOPLE KNOW  
THAT THEY’RE NOT  
INVISIBLE—THAT  
SOMEONE DOES  
CARE ABOUT YOU.  
IN THE MIDDLE OF  
THIS CRAZY CRISIS,  
THAT REALLY MAKES  
ME FEEL A HECK OF  
A LOT BETTER.”**

**—Julia,  
SAGE Constituent**



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“Looking back on 2020, I’m brimming with pride at how SAGE’s staff, Board of Directors, volunteers, and supporters rose to the occasion in the face of emergencies that truly defied advance preparation. I’m particularly proud of our elders, who were at the epicenter of the COVID-19 pandemic throughout 2020 and yet still pushed forward.”

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SAGE’s work in 2020 shows that we will not be defeated, we always will refuse to be invisible, we always will push forward with and for our LGBT elder pioneers.

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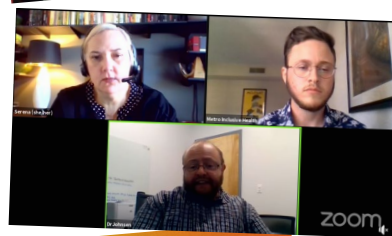
SAGE thanks our supporters who have made an investment—of money, time or talent—in our work.

## 20 Financials

Statements of Financial Position, Cash Flows and Activities for the 2020 fiscal year.

**“SAGE IS DOING A  
SPECTACULAR JOB OF  
SUPPORTING US ELDERS.”**

—SAGEConnect Participant



# MESSAGE FROM THE CEO ////

Dear Friends,

There's no way around it—2020 was a devastating year for our country and our world. We were forced to simultaneously confront two pandemic-level catastrophes: sickness and death on a nearly unimaginable scale due to COVID-19, and an onslaught of racist hatred and killings as a result of rampant white supremacy in our country. In addition, we suffered the ravages of a severe economic recession. All of these were made worse by the bigotry, denialism, and rank incompetence of the former Trump administration. As is so often the case, Black and brown people bore the brunt of the damage—dying disproportionately from COVID-19, being gunned down and brutalized by law enforcement, and suffering the worst economic consequences. Older people suffered terribly and disproportionately, especially in the COVID-19 pandemic.

And yet, in the midst of all this tragedy, 2020 also was a year of extraordinary resilience and strength. Astonishingly, community after community exhibited many people of good will and strong heart who rose above these seemingly insurmountable challenges. We will never forget the many loved ones and friends we have lost. And yet, we ended the year proud, resilient, and prepared to bounce back in 2021. And as has been the case for more than 50 years since the Stonewall Uprising, our LGBT elder pioneers were once again on the front lines with their bravery, determination, and wisdom.

We like to call that SAGEStrong. Throughout 2020, our elders and their allies proved what it means to stay strong and persevere through the darkest of times. Almost overnight, our SAGE Centers and



SAGE affiliate programs across the country—lifelines to many thousands of LGBT older people—were forced to close as a result of the COVID-19 pandemic. The isolation so many of our elders face even in the best of times threatened to become much worse. But with astonishing speed, we pivoted and launched new programs to confront the crisis.

In-person activities and services went virtual nearly overnight. We launched SAGEConnect, a national program that telephonically links homebound elders who are severely isolated during COVID-19 with younger volunteers for regular conversation. We expanded the offerings of SAGE's national hotline to provide pandemic-related information (and later, voter education). We launched SAGECents, a virtual program that helps LGBT elders who are struggling financially. And so much more.

Despite our rapid response and efficiency, this wasn't easy for SAGE. The obstacles to such a dramatic pivot were countless, and continue to this day. Nevertheless, we did it because the times demanded it, because SAGE's constituents needed it, and because we've learned from our elders how to be strong, how to work smart, how to get things done even in the most daunting of circumstances.

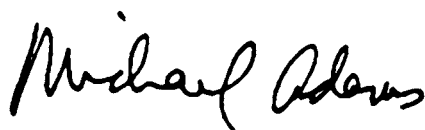
Looking back on 2020, I'm brimming with pride at how SAGE's staff, Board of Directors, volunteers, and supporters rose to the occasion in the face of emergencies that truly defied advance preparation. I'm particularly proud of our elders, who were at the epicenter of the COVID-19 pandemic throughout 2020 and yet still pushed forward. Even in the midst of health threats that have little precedent

**“THIS IS WHAT  
SAGESTRONG  
LOOKS LIKE. IT’S  
THE WAY OUR  
ELDERS TAUGHT US  
TO LIVE, TO BE.**

**AS YOU READ  
THROUGH SAGE’S  
2020 ANNUAL  
REPORT, OVER  
AND OVER AGAIN  
YOU WILL SEE WHY  
WE WILL NOT BE  
DEFEATED, WHY  
WE ALWAYS WILL  
REFUSE TO BE  
INVISIBLE, WHY WE  
ALWAYS WILL PUSH  
FORWARD WITH  
AND FOR OUR LGBT  
ELDER PIONEERS.”**

in terms of their scope and severity, our elders reminded us last spring that it was SAGE’s responsibility to step up to the plate and affirm that Black Lives Matter. They reminded us that words aren’t enough when it comes to battling white supremacy and advancing racial justice, pushing to ensure that SAGE’s supportive words are matched with impactful actions through our organization’s Diversity, Equity & Inclusion Initiative. They buttressed and led us to keep standing strong against the bigotry and ugliness of the Trump administration, even as we navigated a global public health crisis that hit so close to home. They put the wind in our sails when SAGE won the only bipartisan LGBT congressional victory of the Trump era—amending the Older Americans Act to dramatically expand the opportunities for LGBT older people to access federally-funded elder services across the country.

This is what SAGEStrong looks like. It’s the way our elders taught us to live, to be. As you read through SAGE’s 2020 annual report, over and over again you will see why we will not be defeated, why we always will refuse to be invisible, why we always will push forward with and for our LGBT elder pioneers. Yes, 2020 was devastating. But 2020 made us SAGEStrong, ready to push forward in the year ahead to build a world where every LGBT older person lives with dignity and can access the opportunities and support they deserve.



**Michael Adams**  
CHIEF EXECUTIVE OFFICER



# SAGE BY THE NUMBERS /// NATIONAL



## SAGE ADVOCACY

SAGE's state-level advocacy advanced progress for LGBT elders in **California, Florida, Georgia, Illinois, Louisiana, Maine, Maryland, New Jersey, New York, Pennsylvania, Virginia, Washington, DC, and Puerto Rico.**



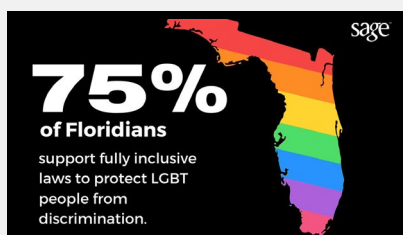
SAGE delivered **3** important wins in Washington, DC, Montgomery County, MD, and Vermont (read more on page 12).

**SAGE is working to support the passage of federal non-discrimination protections and continues to encourage Congress to pass the Equality Act.**

More than

**970**

letters were sent to Florida Senators Rubio and Scott, as LGBT elders and allies made their voices heard on the long overdue need for federal non-discrimination protections.



**SAGE's HIV & Aging Policy Action Coalition (HAPAC)**

**17** partners across **8** states to address urgent policy issues affecting people aging with HIV.



**"TOGETHER, WE CAN SPEAK WITH PURPOSE AND IMPACT ON BEHALF OF PEOPLE LIVING—AND AGING—WITH HIV."**

—Rick Guasco, HAPAC Participant



## NATIONAL RESOURCE CENTER ON LGBT AGING

**Celebrated its 10th anniversary in 2020.**

**6,588** Best Practice Guides distributed to help organizations create welcoming, inclusive services for LGBT older people.

Delivered presentations on culturally-competent services for LGBT older people at

**18** national and regional conferences, reaching **749** attendees.



## SAGECARE – LGBT CULTURAL COMPETENCY TRAINING

**17,904** professional caregivers from

**3,455** organizations across

**33** states plus Washington, D.C. specifically received LGBT cultural competency training with

**227** of those agencies earning credentials.



## SAGE NATIONAL LGBT ELDER HOTLINE

**844** calls placed to SAGE hotline from callers in **42** states

**98%** overall satisfaction rate among hotline callers

**Needs addressed include:** Mental health-related concerns (depression, relationship problems, anxiety, and suicide), COVID-19, housing and financial assistance, legal issues, and health-related concerns.

**“THE SAGENET  
RACIAL EQUITY  
WORK WAS  
PRECISELY WHAT  
WE NEEDED, AS  
2020 BROUGHT SO  
MANY CHALLENGES  
FOR OUR STAFF,  
PARTICIPANTS, AND  
COMMUNITIES.**

**WE ARE SO  
THRILLED TO  
HAVE HAD THIS  
OPPORTUNITY  
TO PARTICIPATE,  
LEARN, AND  
GROW FROM THIS  
EXPERIENCE.”**

**—Angie Perone,  
SAGE Metro Detroit**



## SAGECONNECT

**New program launched in 2020!**

**480** pairs of LGBT elders  
and volunteers keep  
in touch with regular phone calls.

LGBT  
elders in **35** states

connected with  
volunteers from **38** states.



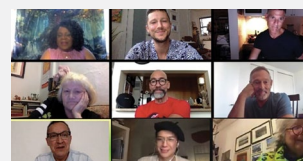
**INSIDE,  
BUT NOT ALONE.**



## NATIONAL AFFILIATE NETWORK: SAGENET

**30** SAGENet  
affiliates in

**22** states and  
Puerto Rico



**35,000** hours of programs and services  
delivered by affiliates per year

**700,000** people reached through  
affiliates' community events



## NATIONAL LGBT ELDER HOUSING INITIATIVE

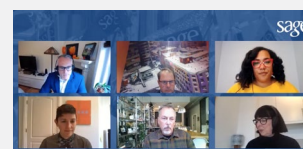
**New in 2020!**

In its second year, our **National LGBT Elder Housing Initiative** symposium went virtual, with nearly

**200** participants  
from

**36** cities joining online,  
and more than

**2,000** additional viewers accessed  
the post-event recording.



Through technical assistance and resource sharing,  
SAGE supported the creation of over

**300** new units of LGBT-affirming affordable  
elder housing nationwide in 2020.



## SAGECENTS

**New Program Launched in 2020!**

In response to the financial difficulties faced by LGBT elders that were exacerbated by COVID-19, SAGE launched SAGECents, our new financial literacy platform.

**629** LGBT elders from **44** states improved their financial health.

**4,679** online activities completed related to **7** financial health topics:

money management, credit score, savings, ID theft protection, banking, debt management, and credit report.

sage CENTS



**COVID-19 is impacting us all, but it doesn't need to impact your finances.**

SAGECents is a digital wellness platform made specifically for LGBT elders to increase financial stability and reduce stress due to COVID-19.



## SAGE IN THE SPOTLIGHT

**2,902** press mentions with coverage in major print and digital publications, including The New York Times, The Washington Post, NPR, Daily Beast, Rolling Stone, Forbes, and many others.

**5,452,277** social media impressions



**“I WORKED FOR 40 YEARS AS A SOCIAL WORKER, LIVING PAYCHECK TO PAYCHECK AND DOING THE BEST I CAN.**

**NOW THAT I’M RETIRED, I’M DOING BETTER, BUT STILL NEED SOME GUIDANCE AND DIRECTION.**

**THE APP REALLY HELPED ME VALIDATE HOW I’M FEELING AND GAVE ME A ROAD MAP ON HOW TO GET TO WHERE I WANT TO GO.”**

**—Donna Sue Johnson, SAGECents Participant**



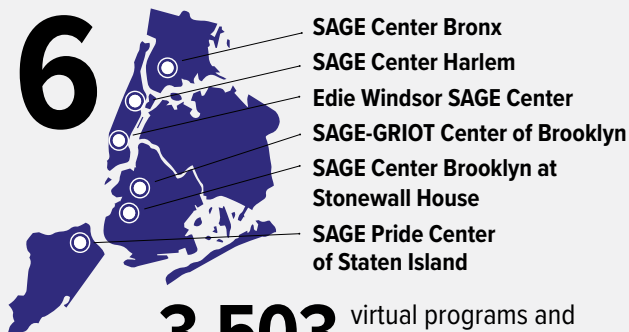


# SAGE BY THE NUMBERS NEW YORK CITY



## SAGE CENTERS

**6**



SAGE Center Bronx  
SAGE Center Harlem  
Edie Windsor SAGE Center  
SAGE-GRIOT Center of Brooklyn  
SAGE Center Brooklyn at Stonewall House  
SAGE Pride Center of Staten Island

**3,503** virtual programs and events produced



## SAGECARE IN NEW YORK

In New York City,

**2,740**

professionals were trained, representing

**6** organizations, all of which earned credentials.

These organizations serve an estimated

**1,796**

LGBT elders each year.

Across New York State,

**2,966**

professionals were trained, representing

**18** organizations, of which **15** earned credentials.

These organizations serve an estimated

**2,121**

LGBT elders each year.

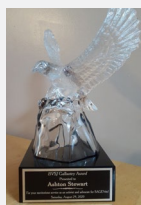


## SAGE VETS, A NYS PROGRAM FOR OLDER LGBT VETERANS

**43** legal referrals provided to members in need of assistance.

**9** legal victories won (including a discharge upgrade, approved disability claims, eviction prevention, and Restoration of Honor Act).

Successfully nominated New York State's first transgender veteran, Renée Imperato, for induction into Senate's Veterans Hall of Fame.



Received the Black Veterans for Social Justice Gallantry Award.



## SAGEPOSITIVE

**480** people living with/affected by HIV participated in **18** SAGEPositive events.

**5** years of SAGEPositive programs served nearly **1,900** participants



## HOUSING

**164** elders moved into Stonewall House, New York's first LGBT-friendly affordable elder housing development.

**976** meals and bags of groceries delivered to Stonewall House residents during pandemic.

Crotona Pride House construction was completed in December 2020. In 2021, residents began moving in.



## FRIENDLY VISITORS IN NEW YORK CITY

**95** Friendly Visitors

**115** friends at home were served by the Friendly Visitor program and volunteers

**25** Respite Buddies

**3,266** hours served  
**4,165** volunteer visits

Over 6 in 10 volunteers have participated for 3+ years, going above and beyond the one-year minimum commitment we ask of our Friendly Visitors.

# WE ARE SAGESTRONG /// ADVOCACY

## A Legislative Breakthrough in LGBT-inclusive Aging Services

After a decade of advocacy, SAGE celebrated a historic victory in March: the first and only bipartisan piece of LGBT-inclusive legislation to be signed into law during the Trump administration.



The 2020 Older Americans Act reauthorization included groundbreaking provisions requiring state and local departments of aging to conduct outreach to LGBT older people who need services, as well as engage in data collection and reporting on the needs of LGBT older people and whether those needs are being met.

SAGE led this effort and advocated with our allies in Congress, the LGBT community, and the aging sector to push for this inclusion so that LGBT elders can receive the services they need to remain independent. Having achieved this victory, our next priority is partnering with the Biden-Harris administration to turn this pro-LGBT legislative mandate into robust action that makes a real difference in the lives of our elders across the country.

## SAGE Speaks Out for Racial Justice

As an organization committed to building the equitable world that our LGBT pioneers have spent decades fighting for, SAGE has been outspoken and active in the face of the onslaught of racist violence against people of color, especially Black people, in this country and the dangerous patterns of hate, violence, systemic racism, and unchecked white privilege.

Our organizational commitment to elevate racial justice issues in all we do advanced on many fronts in 2020, including a prominent focus on racial equity in our Pride in Place events and ongoing action through SAGE's Diversity, Equity & Inclusion Initiative. As an example, SAGE joined with over 60 LGBT organizations to commit to explicitly embracing anti-racism and an end to white supremacy as integral to LGBT advocacy and services. Our collective statement noted that, "We understand what it means to rise up and push back against a culture that tells us we are less than, that our lives don't matter. Today, we join together again to say #BlackLivesMatter and commit ourselves to the action those words require."



## Pressing for Equity in Florida

Thanks to years of fierce advocacy by Equality Florida and other allies, Florida is taking action to fully implement non-discrimination protections for the LGBT community. A SAGE-led campaign, conducted in partnership with Freedom for All Americans and Equality Florida, engaged hundreds of LGBT elders and allies to educate Florida Senators Marco Rubio and Rick Scott about the need for nationwide non-discrimination protections. We organized meetings connecting LGBT elders and allies with Senators Scott and Rubio, and offered training to these spokespeople to make a case for these protections. We partnered with SAGECare-trained organizations, such as Empath Health and Seasons Hospice & Palliative Care, to make sure the voices of caregivers and those who work with LGBT elders were heard. Our campaign generated nearly a thousand letters to the Florida senators' offices describing the harms LGBT elders face due to discrimination and pressing for more equitable protections under the law.



**“THE SEASONS HOSPICE & PALLIATIVE CARE VISION STATEMENT DIRECTS US TO ‘RECOGNIZE THAT INDIVIDUALS AND FAMILIES ARE THE TRUE EXPERTS IN THEIR OWN CARE.’ WITH SAGE’S HELP, WE ARE ABLE TO ADVOCATE FOR EQUAL ACCESS TO CARE FOR ALL—ALLOWING INDIVIDUALS TO CHOOSE MEASURES THAT ARE BEST FOR THEM AND THEIR CHOSEN FAMILIES.”**

**—Tony Kudner, Seasons Hospice & Palliative Care, a Platinum SAGECare facility**

## We are SAGEStrong

What it means to be SAGEStrong includes our deep and continually expanding efforts to push for policies to make our country more LGBT and age-friendly. Our 2020 policy victories and highlights cover an extraordinary range of LGBT aging legislation, policies, and protections at the local, state, and federal levels—as well as an explicit organizational commitment to advancing racial justice and ending white supremacy.



## Pushing Back Against Trump’s Attempted Rollback of Trans Protections in Shelters

In July 2020, the U.S. Department of Housing and Urban Development (HUD) announced a proposed rule that would allow discrimination against transgender people seeking access to shelter through HUD-funded services. During the comment period on the proposed change, SAGE joined a coalition led by the National Center for Transgender

Equality and True Colors Fund to oppose this harmful rule. During LGBT Elders Week, SAGE mobilized our activists to vigorously push back against eliminating these essential anti-discrimination protections. We helped generate 576 comments, which was a 40% increase in the number of comments filed that week compared to the week before.



# WE ARE SAGESTRONG //// ADVOCACY

## Advancing a Global Focus on LGBT Aging

**SAGE continues to leverage promising opportunities to spotlight LGBT aging issues across the globe.**

During Pride Month, SAGE, the International Federation on Aging (IFA), and Egale Canada hosted a webinar on advocacy for LGBT older people. With panelists from Costa Rica and Kenya, we discussed the unique challenges that older LGBT people face while aging, provided examples of effective policy advocacy, and presented vital lessons learned during the COVID-19 pandemic.



At the request of the Inter-American Commission on Human Rights—Organization of American States, SAGE participated in a Social Forum to speak on the pandemic's effects on LGBT elders. SAGE addressed this topic on various panels throughout the year, alongside aging advocates from Japan, Uganda, Australia, and the U.K. SAGE's global leadership was also demonstrated when SAGE's CEO Michael

Adams virtually presented the opening keynote address to The Brazilian Society of Geriatrics and Gerontology's Symposium on LGBT aging.

## Launching the HIV & Aging Policy Action Coalition (HAPAC)

**With generous support from Gilead's HIV Age Positively Initiative, SAGE launched the HIV & Aging Policy Action Coalition (HAPAC) to address the needs of long-term survivors and LGBT older people living with HIV.** The coalition is led by long-term survivors and representatives from leading HIV and aging advocacy and community organizations, including GMHC, National Minority AIDS Council, Transgender Law Center, The American Indian Community House/Health Elders Network, Fenway Health, and others.

HAPAC's 2020 highlights include: a World AIDS Day Congressional staff briefing in collaboration with the Congressional LGBTQ+ Equality Caucus



and the Congressional HIV/AIDS Caucus; and working with our partners at Equality Florida to develop an LGBT and aging policy agenda in the state.

In Louisiana, HAPAC created a toolkit for older people living with HIV to provide information needed to join local Ryan White Planning Councils. Ryan White programs serve more than half of the people living

with HIV in the United States. This toolkit can be adapted for use nation-wide. In Puerto Rico, HAPAC partnered with our affiliate, SAGE Puerto Rico, and other advocates on the ground to put together the island's first needs assessment on older LGBT people living with HIV. This will serve as a model for work in other states, as well as a prototype for the entire nation.

**“VOTER  
SUPPRESSION  
IS ALIVE AND WELL  
IN THIS COUNTRY.**

**FRUSTRATION  
LEADS TO  
NON-VOTING.**

**WE MUST  
ALL VOTE.”**

**— Lujira Cooper,  
SAGE Constituent**



## **SAGE Voter**

Ahead of the 2020 elections, SAGE partnered with When We All Vote, a non-partisan organization founded by Michelle Obama to increase voter participation, to launch the voter education campaign “Be a SAGE Voter.” The campaign stressed the importance of LGBT elders and allies being heard at the polls, while remaining safe from COVID-19. Being a SAGE Voter meant being conscious of the unique challenges of voting during a pandemic. For example, SAGE Voters were encouraged to mail in their ballots to prevent large crowds at polling locations. Additionally, younger, healthier allies showed their support by volunteering as poll workers, taking the place of the elders that so often work at polling sites. We provided regular reminders and resources about registration dates and mail-in ballots, as well as checklists that voters could reference to ensure they were prepared for each step of the voting process.



## 2020 Policy Wins in the States

Much of SAGE's state-level advocacy work in 2020 focused on passing LGBT aging legislation to secure comprehensive services and supports for LGBT elders across the U.S. For example, in Maryland, SAGE partnered with State Delegate Gabriel Avecero (D-Montgomery Co.) to introduce a long-term care bill rights in the MD Assembly and in October passed a Long-Term Care LGBT Bill of Rights in Montgomery County, Maryland.

Washington, D.C. also saw a crucial win when, in November, Mayor Muriel Bowser signed legislation that designated both LGBT older people and older people living with HIV as priority populations for aging services. This bill established a cultural competency training requirement and implemented an LGBT Long-Term Care Bill of Rights in the District. SAGE also worked on legislation that passed in Vermont, which designated LGBT older people and older people with HIV as populations of greatest social need, ensuring they can access the services and supports they need while aging.



In response to the pandemic, SAGE worked with Equality Illinois, AIDS Foundation Chicago, and other on-the-ground partners to advance legislation mandating LGBT-inclusive data collection in Illinois hospitals and state agencies. SAGE worked closely with the Illinois Department for the Aging to begin implementing the comprehensive LGBT aging legislation that the state passed in 2019. We also laid the groundwork for policy changes in a number of states, including an administrative “greatest social need” designation for LGBT older people in Pennsylvania, legislation that would make that same designation in Virginia, and a Long-Term Care Bill of Rights in New Jersey—all of which were victories that SAGE secured in 2021.

**“PART OF THE REASON WHY WE’RE INTRODUCING THIS BILL IS NOT JUST BECAUSE OF THE INCREASED COMPLAINTS TO SAGE, BUT LGBTQ ELDERS ALSO FACE INCREASED RATES OF DEPRESSION, ANXIETY AND POOR HEALTH AND THAT IMPACTS THE LONGEVITY OF OUR ELDERS.”**

**—Gabriel Avecero,  
Maryland State Delegate  
(D–Montgomery Co.)**





## Leveraging Legal Advocacy

### STANDING UP AGAINST DISCRIMINATORY RELIGIOUS EXEMPTION LAWS

**In August, SAGE led 25 national aging and disability rights organizations in submitting a friend of the court brief in the *Fulton v. City of Philadelphia* case before the Supreme Court.**

In 2021, the Supreme Court will decide whether religious agencies have a broad license to discriminate while providing government services with taxpayer money. The SAGE-led amicus brief highlighted the enormous stakes for both the older LGBT and disability rights communities. According to SAGE's Dignity Denied report, 85% of continuing care retirement communities are religiously affiliated. Older and disabled people also often experience poorer physical and mental health than the rest of the U.S. population, making them particularly reliant on services from government contractors. SAGE also released an issue brief with Movement Advancement Project (MAP) and Center for American Progress (CAP) that analyzes how the decision could dramatically reshape how LGBT older people, people of faith, and others access taxpayer-funded aging supports ranging from meal services to home health care to senior centers and residential facilities.



### BUILDING ON THE MOMENTUM OF THE SUPREME COURT'S LANDMARK LGBT CIVIL RIGHTS RULING IN *BOSTOCK*

**On June 15, in a landmark ruling in the case *Bostock v. Clayton County*, the U.S. Supreme Court affirmed that workplace protections from sex discrimination include sexual orientation and gender identity.** Ahead of this decision, SAGE and 18 legal and advocacy organizations signed on to an amicus brief filed by the Impact Fund, the National Employment Lawyers Association, and the Employee Rights Advocacy Institute for

Law & Policy to describe the necessity of a clear statement that discrimination against LGBT people is illegal. Without the workplace protections upheld in *Bostock*, LGBT people have long been subjected to discrimination that accumulates throughout their lifetimes, often leading to poverty and other challenges in later years. This decision also has far-reaching implications for pending and future policies to protect the rights of LGBT elders, by potentially extending the Court's rationale to cases regarding non-discrimination in housing, healthcare and beyond.

### SUING THE TRUMP ADMINISTRATION

**In 2020, SAGE fought back against the Trump administration's systematic attacks on the LGBT community.** First, SAGE joined Family Equality

and True Colors United to sue Health and Human Services (HHS), following the announcement that it would stop enforcing anti-discrimination protections against federal grantees. This unlawful license to discriminate threatened access to a wide variety of services LGBT elders receive from HHS funding, including home-delivered meals and access to emergency shelters. The lawsuit was filed by

Democracy Forward and Lambda Legal. Later, in November, SAGE and seven other plaintiffs represented by Lambda Legal sued the Trump administration over an executive order prohibiting federal contractors and grantees from conducting workplace diversity trainings or engaging in grant-funded work that explicitly confronted the existence of structural racism and sexism. This measure would have required that SAGE halt the training we've been administering for years to increase the cultural competence of elder care providers at the intersections of sexual orientation, gender, and race. The election of President Joe Biden in November 2020 would eventually lead to the new administration's decision to halt the implementation of this executive order in January of 2021.

# WE ARE SAGESTRONG /// SERVICES

## We are SAGEStrong

As the COVID-19 pandemic took hold in March of 2020, SAGE moved with lightning speed to protect the safety of our LGBT elder community and staff.

We flexed and innovated—launching new programs, rolling out virtual resources, and offering LGBT elders uninterrupted support in a time of profound upheaval.

**We were, and are, SAGEStrong.** We are continually adapting to the new reality with initiatives designed to address elders' most pressing needs. We have ensured that nearly 2,000 LGBT elders across



New York received home-delivered meals and updated information in the early days of the pandemic. And we've worked closely with our affiliates to make sure LGBT older people across the U.S. had and have what they need to make it to the other side of this crisis.

SAGE didn't just innovate and adapt in a time of enforced isolation and societal disruption—we led by example. SAGE established best practices for offering virtual programming that fosters resilience, and launching programs to keep LGBT elders well-connected and well-resourced.

## SAGECents

Financial planning is essential to independent aging for people at all income levels—especially LGBT elders, who age with comparatively lower-income and savings than older Americans in general.

With so many LGBT elders' financial insecurity worsening due to the pandemic's economic fallout, financial wellness has become critical. That's why we



launched SAGECents, our online financial wellness program supported by Wells Fargo. This user-friendly platform provides tools and information to help LGBT elders assess



**"IT DIDN'T MAKE ANY JUDGMENTS OR ASSUMPTIONS. THE APP JUST MADE ME FEEL COMFORTABLE. IT WAS FRIENDLY AND FUN TO LEARN MORE ABOUT MYSELF."**

**—Ed Miller,  
SAGECents Participant**

their financial resiliency and make sound planning decisions. Within months of the program's launch, LGBT elders from 44 states enrolled to learn more about financial topics such as money management, credit score, savings, debt management, and more.

## Pride in Place



The year 2020 marked the 50th anniversary of the first Pride marches in the U.S., which took place one year after the Stonewall uprising. SAGE made sure our virtual Pride events celebrated and commemorated this historic milestone, despite our inability to gather in person—and we organized around the theme of “Pride in Place.” SAGE hosted

and participated in nearly 20 different Pride in Place events, elevating the voices of Black LGBT elders and illuminating the profound connections between LGBT history, our continuing fight against injustice, and the movement for racial justice. Pride in Place was a powerful affirmation that these leaders and their allies will continue showing up for justice and making their voices heard against all the odds.

Throughout June, LGBT elders and allies across the country produced videos about what Pride in Place meant to them and how they celebrated; we shared these powerful stories on our YouTube channel.

SAGE was also proud to be a beneficiary of the “Can’t Cancel Pride” telecast sponsored by Procter & Gamble and produced by iHeart Radio, featuring a star-studded virtual concert starring Adam Lambert, Billy Porter, Katy Perry, Big Freedia, Melissa Etheridge, Ricky Martin, and other fabulous performers.



## SAGE Virtual Programs

Throughout the pandemic, SAGE developed and expanded its virtual programming, with an ever-growing portfolio of online offerings for elders in New York City, averaging 100 new virtual programs each week.

Program offerings ranged from a lunchtime nutrition class, to support groups for transgender, gender

non-conforming and non-binary (TGNCNB) elders, to a screening of *America is Burning: A Black Lives Matter Series* and much more. Going virtual created opportunities to develop collaborative programming across geographies. For example, SAGE Center Bronx and SAGE Puerto Rico began offering joint Spanish-speaking discussion groups and hosting biweekly dinner and film get-togethers.



**“IT’S BEEN GREAT TO BE PART OF THE DINNER AND MOVIE GROUP—ESPECIALLY TO WATCH MOVIES THAT WE HAVE BEEN DYING TO SEE, BUT DIDN’T HAVE THE FUNDS TO RENT OURSELVES.”**

**—Jose Santiago,  
SAGE Constituent**



# WE ARE SAGESTRONG SERVICES

## Open Up Puerto Rico—Exprésate Puertorriqueños

SAGE partnered with the NYC Department for the Aging (DFTA) and our SAGE Puerto Rico affiliate at Waves Ahead on a public health campaign championing mental health awareness among Puerto Rican LGBT elders living in New York City and on the island of Puerto Rico. The campaign aimed to address high levels of suicide and mental health crises among this population in the wake of severe natural disasters in Puerto Rico and the pandemic. Funded by DFTA and executed by Bandujo, ads in Spanish-language newspapers and on radio stations, social media and billboards pointed LGBT Puerto Ricans in need of assistance to LGBT elder helplines both in New York City and Puerto Rico.



## SAGEConnect



sage **CONNECT**



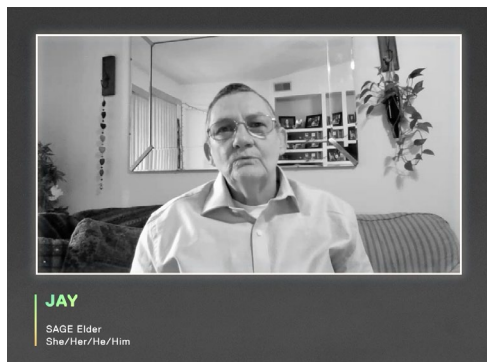
The social distancing measures necessary to control the spread of COVID-19 have been especially harmful to isolated older people. Early in the pandemic, we launched SAGEConnect to fortify our community of caring—and made sure it was easily accessible both virtually and by phone. This national

volunteer program matches hundreds of LGBT elders with volunteers who connect weekly with a phone call. Volunteers bring companionship and connection to vital resources like SAGE's National LGBT Elder Hotline and local SAGE affiliates.

**“MY SAGECONNECTION IS ALWAYS AN ABSOLUTE JOY TO SPEAK WITH. WE SPOKE FOR OUR LONGEST TIME TO DATE—ONE HOUR!—AND TALKED A LOT ABOUT TRIPS WE BOTH ARE MISSING OUT ON DUE TO COVID. I ALWAYS LEARN SO MUCH FROM MY CONVERSATIONS WITH HER—FROM THE POW WOW NATIVE AMERICAN FESTIVAL IN LONDON TO CUBAN CULTURE. I REALLY APPRECIATE THE CONVERSATIONS.”**

**—SAGEConnect Participant in Maryland (paired with a caller from North Carolina)**

## Forging Intergenerational Connections with GenderCool



As the COVID-19 pandemic took hold, many of the spaces our community relied on to connect with other LGBT people and support one another disappeared. In response, SAGE, GenderCool, and Dell Technologies took on this challenge, combining our expertise to create a virtual space to build intergenerational relationships and support LGBT elders and youth. The result was “Be You”—a powerful social media campaign released in honor of National Coming Out Day (October 11), showcasing our community’s incredible depth of intergenerational diversity, lived experience, and the right to live as your true self.

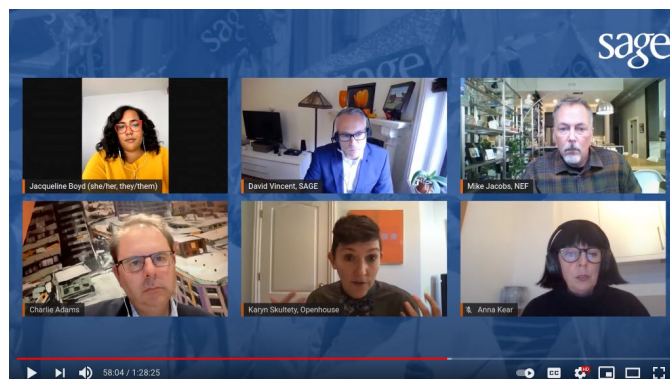
**“WE’RE GOING TO HAVE TO BE CREATIVE. YOU NEED TO THINK OUTSIDE THE BOX. WE CAN’T SETTLE FOR THE EXISTING MODELS OF CARE EITHER FOR YOUNGER LGBTQ PEOPLE OR OLDER AND COVID HAS MADE THAT REALLY CLEAR FOR ANYONE OUT THERE TRYING TO PROVIDE SERVICES.”**

**—Karyn Skultety,  
Executive Director,  
Openhouse,  
speaking at the National  
LGBT Elder Housing  
Virtual Institute**

## NATIONAL LGBT ELDER HOUSING 2020 VIRTUAL INSTITUTE

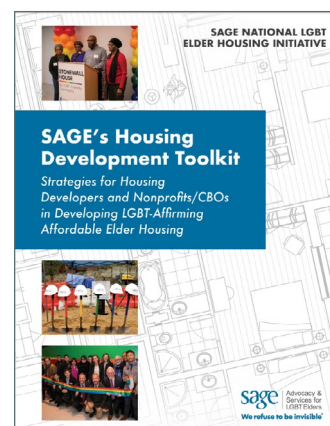
### Innovating Housing for LGBT Elders Across the Country

SAGE’s National LGBT Elder Housing Initiative hosted its 2020 National LGBT Elder Housing Virtual Institute online in October. Policy influencers, community advocates, funders, housing sector stakeholders, and LGBT elders explored best practices, identified challenges, and innovated housing solutions in the context of a racial justice framework and the global pandemic.



Due to COVID-19 restrictions, our second annual convening was our first time delivering an all-virtual Institute. Nearly 200 people from 21 states participated in the four-day live broadcast, with over 2,000 more viewing the post-event recordings. We thank Citi Community Investing and Development for its generous support and thought partnership on this event.

In tandem with the Institute, SAGE released the first two modules of our Housing Development Toolkit to assist developers, nonprofits, and community organizations in developing LGBT and elder-affirming affordable housing.



# OUR SUPPORTERS

## Foundations

### \$250,000+

The Harry and Jeanette Weinberg Foundation, Inc.

Rockefeller Philanthropic Advisors  
Wells Fargo Foundation

Wellspring Philanthropic Fund

### \$100,000 – 249,999

AARP Foundation  
The Calamus Foundation

Edward Sulzberger Foundation Inc.  
Evelyn and Walter Haas, Jr. Fund

New York Community Trust

### \$50,000 – 99,999

Booth Ferris Foundation  
H. van Ameringen Foundation  
John H. & Ethel G. Noble Charitable Trust

MAC AIDS Fund  
MetLife Foundation  
OneHeartBeating

RRF Foundation for Aging  
Stavros Niarchos Foundation USA, Inc.

### \$25,000 – 49,999

Alphawood Foundation  
Broadway Cares/Equity Fights AIDS

Isaac H. Tuttle Fund  
The Jarvie Program

Robin Hood Foundation

### \$10,000 – 24,999

Anonymous  
The Ahmanson Foundation  
The David Geffen Foundation  
The Fan Fox and Leslie R. Samuels Foundation

The Gendercool Project  
The Helene Foundation  
Louis and Anne Abrons Foundation, Inc.  
Our Fund Foundation

Pfizer Foundation  
Tides Foundation

### \$5,000 – 9,999

AHS Foundation  
Arcus Foundation  
Bernard Weinberg Foundation  
Design Industries Foundation  
Fighting AIDS  
The Ford Foundation

Grace J. Fippinger Foundation  
Hyde and Watson Foundation  
International Intersections  
The John A. Hartford Foundation  
Lesbians for Good

Margaretta Barton Colt Trust  
The Mayer-Rothschild Foundation  
The Overbrook Foundation  
Windhover Foundation  
Zegar Family Foundation

## CEMENTING OUR FUTURE WITH GENEROUS SUPPORT FROM MACKENZIE SCOTT

In 2020, path-breaking philanthropist MacKenzie Scott made historically generous gifts to hundreds of non-profits doing cutting-edge work on racial equity, LGBTQ equity, economic mobility, climate change, and numerous other important fronts. After an extensive vetting process, SAGE was selected as one of the organizational recipients of MacKenzie Scott's game-changing philanthropic support. Scott's transformative one-time gift to SAGE will help cement the future of our work—deepening our impact on behalf of LGBT elders while strengthening our ability to financially sustain SAGE's work for the long haul.



## Government

### FEDERAL

U.S. Department of Health and Human Services –  
Administration on Community Living

### NEW YORK STATE

New York State Department of Health  
New York State Dormitory Authority  
New York State Office for the Aging  
New York State Division of Veteran Affairs  
New York State Homes and Community Renewal  
New York State Legislature

### New York State Senators

John Brooks	Rachel May
Brad Hoylman	Gustavo Rivera

### New York State Assemblymembers

Didi Barrett	Deborah Glick
Michael Blake	Ron Kim
Harry Bronson	Danny O'Donnell

### NEW YORK CITY

New York City Department for the Aging  
New York City Department of Health and Mental Hygiene  
New York City Human Resources Administration

Eric Adams, Brooklyn Borough President  
Gale Brewer, Manhattan Borough President  
Ruben Diaz, Jr., Bronx Borough President

### New York City Council Members

Diana Ayala	Mark Levine
Margaret Chin	Carlos Menchaca
Laurie Cumbo, Majority Leader	Bill Perkins
Chaim Deutsch	Keith Powers
Daniel Dromm	Carlina Rivera
Vanessa Gibson	Ydanis Rodriguez
Corey Johnson, Speaker	Helen Rosenthal
Ben Kallos	Ritchie Torres
Brad Lander	Jimmy Van Bramer

## SAGE 2020 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

### Honorary Co-Chair

James C. Hormel

### Philanthropic Member Organization

The Calamus Foundation

### Members at Large

Harvey Abrams & Michael Sites  
Ward Auerbach & Andy Baker  
Carol Davidson & Jody Silver  
James G. Pepper  
Rosalyn Richter  
Barbara A. Rosen & Patricia Martone  
Thomas Sciacca  
Ted Snowdon & Duffy Violante  
Roger Thomson & Jim Tyrrell  
Ellis Woodward

# FINANCIAL STATEMENTS ////

## Condensed Statements of Financial Position

As of June 30, 2019 and June 30, 2020

### ASSETS

	2020	2019
Cash and Investments	\$7,248,680	\$3,758,560
Receivables and Pledges	6,396,109	4,737,716
Prepaid Expenses and Other Assets	761,176	757,177
Property & Equipment, Net	12,595,932	10,822,698
<b>TOTAL ASSETS</b>	<b>\$27,001,897</b>	<b>\$20,076,151</b>

### LIABILITIES

Payables and Accrued Liabilities	\$1,004,049	\$714,421
Loan Payable	8,188,349	6,987,646
Other Liabilities	1,676,625	193,052
<b>TOTAL LIABILITIES</b>	<b>10,869,023</b>	<b>7,895,119</b>

### NET ASSETS

Without Donor Restrictions	11,567,852	8,281,820
With Donor Restrictions	4,565,022	3,899,212
<b>TOTAL NET ASSETS</b>	<b>16,132,874</b>	<b>12,181,032</b>

### TOTAL LIABILITIES AND NET ASSETS

<b>\$27,001,897</b>	<b>\$20,076,151</b>
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## Condensed Statements of Cash Flows

For the years ended June 30, 2019 and June 30, 2020

	2020	2019
Net cash provided by (used in) operating activities	\$4,513,698	\$(692,392)
Net cash provided by (used in) investing activities	(2,237,027)	(1,639,675)
Net cash provided by (used in) financing activities	1,186,684	(206,441)
Net increase (decrease) in cash and cash equivalents	3,463,355	(2,538,508)
Cash and cash equivalents at beginning of year	2,475,385	5,013,893
<b>Cash and cash equivalents at end of year</b>	<b>\$5,938,740</b>	<b>\$2,475,385</b>

# Condensed Statements of Activities

For the years ended June 30, 2019 and June 30, 2020

## SUPPORT AND REVENUE

	2020	%	2019	%
Government Grants and Contracts	\$4,377,954	25%	\$3,940,066	29%
Contributions Individuals and Foundations*	9,134,085	52%	6,793,144	51%
Special Events (Net)	957,508	5%	1,295,938	10%
Bequests	2,236,056	13%	715,421	5%
Program Fees	536,248	3%	481,274	4%
Investment and Other Income	338,186	2%	188,778	1%
<b>TOTAL SUPPORT AND REVENUE</b>	<b>\$17,580,037</b>	<b>100%</b>	<b>\$13,414,621</b>	<b>100%</b>

## EXPENSES

Programs and Direct Services	\$10,799,027	79%	\$10,173,823	73%
Administration	1,255,360	9%	1,821,372	13%
Fundraising	1,573,808	12%	1,934,283	14%
<b>TOTAL EXPENSES</b>	<b>\$13,628,195</b>	<b>100%</b>	<b>\$13,929,478</b>	<b>100%</b>

## CHANGE IN NET ASSETS

**\$3,951,842**      **\$(514,857)**

## SUPPORT AND REVENUE

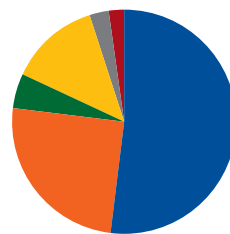
Contributions Individuals and Foundations*	52%
Government Grants and Contracts	25%
Special Events (Net)	5%
Bequests	13%
Program Fees	3%
Investment and Other Income	2%

## EXPENSES

Programs and Direct Services	79%
Fundraising	12%
Administration	9%

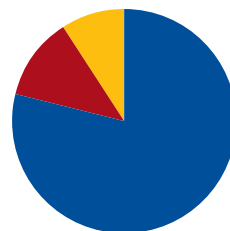
## 2020

52%  
25%  
5%  
13%  
3%  
2%



## 2019

51%  
29%  
10%  
5%  
4%  
1%



79%  
12%  
9%

73%  
14%  
13%

\* Includes Donated Services and Memberships





**“IF IT WASN’T  
FOR SAGE  
CENTER BRONX,  
I WOULD HAVE  
HAD TO CANCEL  
THANKSGIVING  
FOR ME AND MY  
PARTNER.**

**WE HAD SUCH  
A WONDERFUL  
THANKSGIVING  
NIGHT!”**

**— Archibold Lyons,  
SAGE Constituent**

## **BOARD OF DIRECTORS**

### **EXECUTIVE COMMITTEE**

Elizabeth F. Schwartz  
*Co-Chair*

Dr. Kevin Williams  
*Co-Chair*

Michael J. Burke  
*Treasurer*

Linda Scott  
*Secretary*

Myron Sulzberger Rolfe  
*Development Committee Chair*

### **MEMBERS AT LARGE**

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Ian Lee Brown

Michael Burke

Lisa Davis

Ruth Eisenberg

Jeffrey Erdman

Dawn Fischer

Denise Foy

Anthony Emeka Harbour

Douglas E. Harris

Carlene Jadusingh

Chris Kann

Bruce Lederman

Molly Lenore

Philip Lumpkin

Jim Obergefell

Barbara Peda

Laurie Peter

Cindy T. Rizzo

Mady Schuman

Elliott Sernel

Mark Sexton

Frank Stark

Andrew Werner

Roy Wesley

Jason Young



305 Seventh Avenue  
15th Floor  
New York, NY 10001  
212.741.2247

sageusa.org  
lgbtagingcenter.org  
f t @ @sageusa