





ANNUAL REPORT 2015









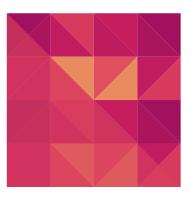


IGBTQ HEALTH AND WELL-BEING









A MESSAGE FROM MAZZONI CENTER CEO NURIT SHEIN:

2015 has been a year of significant milestones. Mazzoni Center celebrated 35 years of serving Philadelphia's LGBTQ community, and I marked my 20th year at its helm.

When I arrived in 1995, both the public health landscape and public perceptions of the LGBTQ community were considerably different than they are today. It was the height of the AIDS epidemic and while we were focused on meeting the emergency needs of our community, we faced external stigma and discrimination. At the same time, as the new Executive Director of Philadelphia Community Health Alternatives (as we were known then) I was struggling with significant inherited debt, and an uncertain future.

Our strengths lay in the quality of our services and our dedicated staff — which at the time consisted of just 9 people. Fortunately for me, the organization also had a legacy of innovation and excellence, a history of community support and tremendous volunteer participation.

What a difference a "few" years make! Over the years we have expanded our vision, incorporating new programs and services that address the holistic health and wellness needs of the broader community, taking into account the particular needs of distinct populations ranging from LGBTQ youth to trans women to seniors with HIV. Today, Mazzoni Center employs 130 people. From PrEP to pediatric trans care, we are pioneering in areas I could not have imagined back in 1995.

Our successes have led to remarkable growth, and have pushed up against the limits of our physical sites. Earlier this year we announced plans to move to a new facility at Broad and Bainbridge streets in spring of 2017.

I am truly excited about this move, which will bring all our programs together under one roof, dramatically increase our capacity for primary care and behavioral-health services and make a strong statement about the importance of LGBT health in the city of Philadelphia.

We could not have reached these milestones without the generosity of individuals and organizations that understand the importance of what we do, and have supported us over the years. We still have much work to accomplish - and we are grateful for your continued support as we work to build a healthier future for all.



Nurit L. Shein, CEO



REMEMBERING



Gloria Casarez (1971-2014)

In October 2014 our city and community suffered a tremendous loss. Gloria Casarez had served as Philadelphia's first Director of LGBT Affairs since 2008, a role in which she worked tirelessly to bridge gaps between the LGBT community and city leaders, and represented Philadelphia and its LGBT efforts on local and national levels. Her untimely passing, after a long battle with cancer, left a void in our hearts.

As a political advocate, a community activist, and a human being Gloria was thoughtful, generous, and

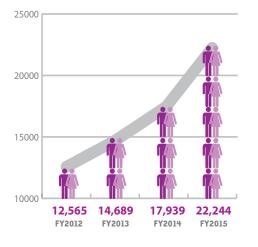
always available to lend her voice where she could make a difference. The advances she led for LGBT Philadelphians during her tenure in the City's Office of LGBT Affairs have made our city a standardbearer for equality and human rights, and will surely stand among her greatest achievements. She has shown us the spirit of activism that never quits, of vision that has no bounds, and of inclusion that has no walls. Gloria: we love you, we miss you, and we promise to try and carry on the torch.





We believe that knowledgeable, culturally competent health care should be accessible to everyone.

Mazzoni Center has experienced significant growth in patient visits and patient population from **FY2012-2015**.



Total Patient Visits Seen FY2012-2015



Our walk-in HIV/STD testing site, the Washington West Project, *expanded its operating hours* at 1201 Locust Street and now offers free, rapid HIV testing and counseling *seven days a week*.



Our staff at Mazzoni Center Family & Community Medicine provides a friendly and welcoming atmosphere for patients every day.

Transgender care and services continue to see dramatic growth. We provided 487 biopsychosocial assessments this year, up 26% from 2014. We worked with **1,089 Trans Adult Advocacy clients** - an increase of 80% in one year. We now have over 2,600 trans identified individuals in our care.



In FY2015 our counseling, testing and referral staff provided over **8,560 HIV tests** to individuals in Philadelphia.



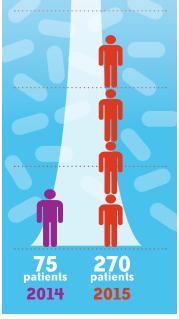
Over the past 6 years Mazzoni Center has seen a **72% increase in HIV testing.**

ENGAGING AND EDUCATING PATIENTS ON THE EXTRAORDINARY POTENTIAL OF PREP



The number of patients we see who have chosen to start PrEP grew 260% this year, from about 75 to 270.

(This doesn't account for people who may have already been taking PrEP when they came to our practice).



It's been three years since the FDA approved PrEP (Pre-Exposure Prophylaxis) for use by HIV-negative individuals to prevent them from being infected with HIV. Truvada is the brand name of the pill that acts as "PrEP" by effectively preventing HIV infection in an HIV-negative individual, when taken every day. PrEP is a way for people who don't have HIV to take an active role in preventing HIV infection by taking a pill every day.

This year researchers at Kaiser Permanente Medical Center in San Francisco released the first 'real world' study on PrEP. They followed more than 600 participants who take it daily to prevent the HIV virus. Ninety-nine percent of the people they studied were men who have sex with men. After two and a half years, not a single person in the study had contracted HIV.

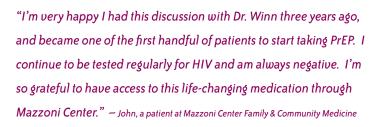
"That's zero HIV transmissions," Mazzoni Medical Director Robert J. Winn, MD says. "Put simply, that is an amazing result. It certainly doesn't mean that PrEP is foolproof protection against being infected with HIV, but it seems to be doing an incredibly effective job at keeping people negative."

That's why our team at Mazzoni Center Family & Community Medicine works to ensure that patients who are good candidates for PrEP have plenty of information about this option. Medical Case Manager John Izzo works with Dr. Winn and our other clinicians to educate patients and ensure that those who choose to take PrEP understand how it works, the risks and benefits of PrEP, best practices for safer sex, as well as how to adhere to the regimen, in order to achieve the best health outcomes.

"We know that many men who have sex with men are reluctant to talk with their provider about HIV risk," Izzo says. "Unfortunately some providers create a lot of shame surrounding the patient's sexuality or sexual practices. And there are some providers who wouldn't understand the concept of prescribing antiretroviral medication to someone who is not infected with HIV. Unfortunately this kind of stigma or misconception can have a dramatic impact on who learns about PrEP and who gets access to it."

"I've had several patients tell me that they had asked a non-Mazzoni provider about PrEP, only to be told no," Izzo says.

Most private insurances and Pennsylvania Medicaid cover PrEP, but without insurance the drug runs about \$1,300 a month. That's where Izzo's expertise as a case manager becomes a critical help for many patients. Having specialized in PrEP for three years, he helps patients access and navigate the manufacturer's program that provides the drug to the uninsured at no cost.





Medical Director Robert J. Winn, MD (left) and Medical Case Manager John Izzo

The early concerns about PrEP – that it would promote "reckless" promiscuity, decreased condom use, and increases in other sexually transmitted infections – have proved unfounded.

At our practice, Winn explains, patients on PrEP are closely monitored, have frank discussions with their provider about risk behaviors, and receive more routine screenings than they often had before PrEP. "And more importantly," he said, "they are connected to a system for treatment. I think in the end this will reduce STD rates in this population, including HIV."

"As medical providers, our imperative should be to educate and inform our patients, to listen to them without judgment, and to offer the most appropriate advice to help patients achieve the best possible health outcomes," Winn says.

"Given the remarkable effectiveness PrEP has shown, and the underlying goal we all have of preventing HIV infection, this is a tool that all providers should be talking about with their patients who may be at risk," he adds. "I think it's our role to help educate patients about the protection it can offer, and whether or not it's right for them."

FROM HOMELESS TO HOPEFUL: HELPING PEOPLE WITH HIV REBUILD THEIR LIVES

Mazzoni Center established

Philadelphia's first HIV-specific housing program in 1989. It has evolved from a residential site to a housing subsidy program that contracts with private landlords across the city. Over the years our staff has helped thousands of individuals and families living with HIV access safe, affordable housing, and realize their goals of living healthy and successful lives through the stability that having a home of their own provides.

"The reason clients are referred to us in the first place is because they're dealing with a lot of challenges," Housing Manager Elijah Prusakowski says, explaining that his team works together with them on building the skills that will help them gain control over their circumstances, and ultimately rebuild their lives.

"It's important for clients to know that we're not just here for housing, we're also here to assist with any other life issues." - Housing Manager Elijah Prusakowski "Many of our clients are on dialysis, they're living with COPD, they have other issues," he explains. "A significant percentage of our clients are affected by substance abuse and emotional/mental health issues. Often they're not in care."

Our housing team realized a major goal this year, designing and introducing an Annual Housing Plan for each client to review and complete with their designated counselor. This multisection worksheet covers topics such as Retention in HIV Medical Care, Managing Disease of Addiction, and Maintaining an Optimal Level of Emotional Health and it requires clients to work with their counselor on establishing short-term goals, action items, and target dates, as well as following up on their outcomes.

Having a formal plan gives our housing counselors a platform for learning about and addressing their individual needs. Depending on the situation, counselors can refer clients to Mazzoni's food bank, medical or mental health services, along with a host of other resources.



Our team of housing counselors.

"We walk them through getting utilities set up, paying bills, making a budget. We make sure they're enrolled in medical case management," Prusakowski says.

"The biggest thing about the work plan is that it opens the door to those hard-tohave conversations," he says.

In addition to hearing great feedback from clients, Prusakowski notes that a recent survey of the landlords we work with garnered overwhelmingly positive responses (See below).

Thanks to the program's excellent reputation, Mazzoni Center learned this summer that we will inherit an additional 65 housing slots through Philadelphia's Office of Housing and Community Development for FY2016. This brings the total number of housing subsidies we manage to 164 - and means we're adding another counselor to our team!

> report "**excellent**" (and 31% "good") customer services

from the housing program

are **satisfied** with the assistance they receive in mediating

landlord/tenant issues



One of our housing clients, "D," describes the radical transformation that having stable, affordable housing brought about in her life. "I came to this program at age 30 with a high school education, a disability check and very little selfesteem. My baby was 6 months old and I was scared and felt hopeless," she says. D. had been living with HIV for five years and was homeless.

"Affordable housing gave me the

tools I needed to build on."

Mazzoni's housing subsidy program "gave me hope," she explains. "Affordable housing gave me the tools I needed to build on. People tend to underestimate the power of independence. By giving me my own house, my children their own room, I started to see light in the world."

Ten years later D. has earned her associate's degree in behavioral health from Community College of Philadelphia and is pursuing a bachelor's in social work at Temple University, while working at the Philadelphia Department of Public Health. As her family has grown, she moved from a small apartment to a house "on a beautiful, family-oriented block in Northeast Philadelphia." D. has raised three children, and supported her oldest through graduation from Howard University.

"I could have never done any of this without the constant support I receive from this program," D. says, adding that she's been successful "not just because I had a house, but because the program believed I was worth it."

of landlords would enroll additional properties for program participation in the future

Satisfied Landlords



report having **good** relationships with their housing program tenants

63%

This year we surveyed **72 landlords** engaged with our housing

program; two-thirds of them responded, with outstanding results:



A BROAD SPECTRUM OF SERVICES FOR TRANS YOUTH AND THEIR FAMILIES

Elaine Dutton, LCSW, Trans Services Manager

Serving trans and gender expansive minors has been woven into the fabric of Mazzoni services for many years, but it was just over two years ago that we formally launched the Pediatric & Adolescent Comprehensive Transgender Services, or PACTS program.

Our staff recognized that providing medical care was just one piece of the puzzle for trans youth and their families. That's why the PACTS program takes a comprehensive and collaborative approach drawing on the input and expertise of multiple departments within Mazzoni Center - medical providers, social workers, therapists, and legal staff.

In its first full year of operation, the program has seen dramatic growth, from

"Feelings of isolation and anxiety are among the biggest challenges for these families, so our monthly support groups, along with quarterly social events, are a key component of the PACTS program." - Trans Clinical Services Coordinator Elaine Dutton, LSW.

68 patients in 2014 to more than 140 in 2015, with no signs of slowing down. It offers a vital resource for youth and families, many of whom have struggled to find information and support from traditional health care providers, counselors and schools.

One Saturday each month Dutton teams up with Allison Harris, LSW, of our Open Door Counseling staff to co-facilitate the monthly support group for PACTS parents. At the same time, our staff collaborates with providers from Children's Hospital of Philadelphia on separate groups for teens and for younger children who identify as trans or gender expansive. It helps the pair maintain a close connection to the families going through our PACTS program, and understand their evolving needs and concerns.

She adds: "There's a lot of excitement to having this peer support for parents, and seeing how committed all of the parents were to advocating and helping their kids through transition."

There's a broad range of experiences within the group - families who are just beginning the transition process, alongside others who have been living with a trans identified child for some



time. Harris says that's part of what makes the group so meaningful for these families.

"I think it made the group feel even more worthwhile because it really validated parents' experience on an expertise level, and made veteran parents have a venue where all their learning could really be of value to others," Harris says.

"If there's a common theme to these support groups, it's love," Dutton says. "We're working with a really diverse group of families. What they all share is a commitment to their kids' well-being. It makes the group experience quite powerful for everyone involved."

SUPPORT FOR THE WHOLE FAMILY, IN ONE PLACE



Emma Medina and her family were living in France last year, where they had relocated to spend time with her elderly father, after her mother had passed. Emma's 11-year-old daughter, Nyr, was approaching puberty, and beginning to feel anxious about the physical changes taking place. Nyr had expressed feelings of physical/gender dysphoria to her mother, who decided it was time to get help.

"We went to talk with different providers about this," Emma says, "and they were just not ready to deal with it. It's one of the reasons we decided to move back to Philadelphia."

"We had done a ton of research and so I had a list," she explains. "CHOP and Mazzoni were the two names that were coming up." Emma worried about the family being without insurance, but was relieved to learn that it wasn't an obstacle at Mazzoni Center.

"The person I spoke with said: 'Don't worry about it. Come in for your appointment and we'll figure that out later." Their initial meeting with nurse practitioner Dane Menkin at our family medical practice, left her feeling even better. "I thought, here is somebody that listens to me, that understands me, that understands why I'm so anxious," Emma says. "He understands why it's an emergency for me."

"It was a huge relief," she says. "Because usually going to the doctor was not a good thing."

Over the months Emma has found our PACTS program to be an invaluable resource, not only for her but for both of her children (son Tom is 17 and attends the monthly teen support group, along with his sister, Nyr, who's now 12). They appreciate the feeling of personal attention, whether it's the front desk staff at 809 Locust Street who recognize and greet them, or the providers taking time at each visit.

"At our last appointment we spent about 45 minutes with Dane," Emma says. "I don't know if there are many doctors that can do that. It was important, we talked about a lot of things. He took all that time to make sure that we were on the same page."

The two hours they spend talking with other families at our monthly support groups has also been critical. "I think the support group is great for all these parents," she says. "And for the kids, to be able to have friends who are going to back you up, it's priceless."

BUILDING PHILLY YOUTH PRIDE



Mazzoni Center presented Philly Youth Pride, the city's first-ever Pride celebration developed specifically for young people on July 5, 2015. A series of morning workshops was followed by an afternoon of outdoor festivities, including live music and youth drag performances. A committee of youth involved with Mazzoni program led the planning on every aspect of the event, from programming to logistics to promotion, and even designed their own logo. "This was an opportunity to let the youth develop their own celebration, and their expressions of Pride, in a space



and a style that matches their needs and interests," Education Manager Louie Ortiz explained, adding that "it allows LGBTQ youth, who are often isolated in their schools and communities, a chance to connect and socialize with peers from throughout the region."





Youth interns got hands-on experience working on a variety of projects.

PARTNERING WITH PROJECT HOME TO PROVIDE SAFE HOUSING FOR LGBTQ YOUTH

Youth homelessness is a significant problem in Philadelphia and around the U.S. Estimates are that a quarter of all homeless people are under 18, and that approximately 42 percent of those youth are LGBT identified. Last year more than 50 percent of the 390 youth who accessed Mazzoni's weekly-drop-in program were homeless or unstably housed. Many have been thrown out by their families, others have run away from abusive or dangerous situations, still others have aged out of the foster care system.

That's why we were excited to partner with Project HOME this year on a pilot program aimed at providing long-term housing options for vulnerable youth in Philadelphia. Project HOME set aside 12 units for homeless youth aged 18 to 24, of which 6 units are designated for Mazzoni, in an apartment building they plan to open January 2016 at 810 Arch St.

"I went through foster care, going from home to home, being on the streets, being in the shelters, I've been through it all." - Naomi, 19, youth intern

To get them ready, in early 2015, we matched young people with internships at Mazzoni Center, where they were assigned to different staff teams and projects, including outreach for our health center, curriculum development for our education team, supporting staff at the Philadelphia Trans Health Conference, planning and promoting our Youth Pride Event, and much more.

By the summer, three of our four interns were employed and/or enrolled in school, which are requirements for the 810 Arch St building. Applications were due on September 1, 2015 and Mazzoni was able to submit a total of six youth who are currently homeless and/or unstably housed.

BEHAVIORAL HEALTH GETS A BOOST FROM OUR NEW EMR SYSTEM

FY2015 marked our first full year of using an Electronic Medical Records (EMR) system for scheduling, clinical notes and billing in behavioral health. The system gives us access to far richer data and reporting capabilities than we've had in the past, in areas ranging from demographic information to clinical activity. On the billing side, we're now able to accurately track amounts received, anticipated payments, and the exact amount of free care provided in real time. And we can adjudicate claims much faster - which not only benefits our agency, but also helps clients to determine deductibles and coinsurance amounts far more quickly and accurately.

Among our findings this year was that our program had a less than 4% no-show rate for scheduled appointments, which far exceeds typical rates for community mental health providers. We attribute this to several factors, including: reminder calls issued through EMR system two days prior to an appointment; staff managing erratic attendance issues and closing cases in which the client is not committed to regular appointments; and a continued high demand for our services.

On the programmatic side, individual, couples, and family therapy and weekly support groups make up the core of our



Our Open Door Counseling and Behavioral Health team provides provide LGBTQ-affirming therapy that respects the uniqueness of every individual seeking a satisfying and fulfilling life.

services. In addition, this year our team focused on interventions that address and manage trauma, since PTSD is a leading diagnosis among our clients. We now offer EMDR, which is an evidencebased practice aimed at reducing intensity of emotional response to stimulating triggers and helping to relieve active symptoms.

WHAT OUR CLIENTS SAY:

"I went to my FIRST support group yesterday and I will be back every week I am able to!"

"This place saved my life, with drug and alcohol counseling. I am truly grateful for the help and support they gave me and I now have three years sober."

- > 37% clients identify as Trans
 > 45% clients under 30 identify as Trans
 > 73% clients are under 40
 > 26-30 age bracket is the largest utilizer at 24%
- ▶ 14% of clients are HIV+

"I have been going to my therapist since April and she has truly helped address my every concern and helped me blossom into the woman I always believed I was."

"It was the only counseling that created positive results. I instantly felt comfortable there. I was able to discuss issues with the counselor that I've never discussed with anyone."

ADVANCING LGBT LEGAL RIGHTS THROUGH DIRECT SERVICE AND PUBLIC POLICY WORK



Thomas W. Ude, Jr. was named Director of Legal and Public Policy in September 2014, bringing with him two decades of experience in the public, private and nonprofit sectors, including seven years as an attorney with Lambda Legal. He oversees the department's direct service work, including: court cases; administrative agency discrimination complaints; internal public and private appeals from denials of insurance coverage; and advising and counseling LGBT individuals and families on their legal rights. Ude is also leading our efforts to advance community-level interests through collaborations with other LGBT organizations by providing amicus support in cases and on policy reform that affects the LGBT community.

Barrett Marshall, who has five years' tenure with the department, was promoted to Supervising Attorney, continuing to focus on representation of our clients and engaging in communitybased work. Marshall frequently collaborates with colleagues across our agency, assisting patients and clients of case managers and Mazzoni's other programs, including families with our Pediatric and Adolescent Comprehensive Trans Services program.

Malia Roe joined our staff as Office Administrator this year, taking on much of the essential administrative work and providing valuable assistance to our rotating team of law student interns.

A key area of policy advocacy this year was our advocacy seeking insurance coverage for gender confirming care, including surgery. We engaged with the new governor's administration to seek repeal of longstanding Medicaid regulations categorically excluding coverage for such care. We also joined with other advocacy groups to urge that Medicare, which no longer excludes coverage for surgery, will base coverage determinations for the range of treatments deemed medically necessary on individualized assessments, not categories of care.

We also advised clients about the additional avenues of redress available to them in light of new directives from the federal government explaining that Title VII of the Civil Rights Act protects against gender-based discrimination. We continue to share our expertise on LGBT legal issues through participation in Bar Association presentations, Continuing Legal Education for peers in the field, LGBT competency workshops for Human Resource professionals at the EEOC's Technical Training Institute, and presentations at large events like Gender Spectrum East in Baltimore, the Philadelphia Trans-Health Conference, and Philadelphia Family Pride's annual "Family Matters" conference.



PROMOTING HEALTH CARE ACCESS AND RECOGNITION FOR TRANSGENDER PEOPLE



On June 4, 2015, the City of Philadelphia raised the Transgender Pride flag above City Hall for the first time in history. Hundreds turned out for the festive flag-raising ceremony, which was scheduled to coincide with the opening of our 14th Annual Philadelphia Trans-Health Conference. This year's conference drew a record 4,500-plus attendees from around the U.S. and beyond to the Pennsylvania Convention Center over three days, and featured a broad range of workshops -- from "Protecting Your Family During Your Transition" to "Empowering Trans Older Adults to Protect Their Rights." and much more.

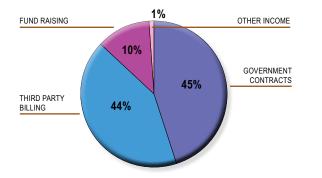


Philadelphia's Director of LGBT Affairs Nellie Fitzpatrick (left) with Trans Care Outreach Worker Deja Alvarez.

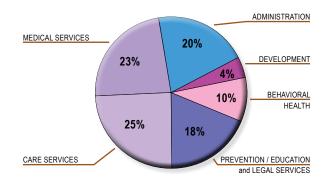
	Unrestricted	Temporarily Restricted	Total
REVENUE AND OTHER SUPPORT			
Government Contracts	\$5,496,632	\$-	\$5,496,632
Fundraising	538,899	627,579	1,166,478
Third Party Billing	5,431,299	-	5,431,299
Other Support	136,403	_	136,403
Subtotal	11,813,330	627,579	12,440,909
NET ASSETS RELEASED FROM RESTRICTIONS	546,096	(546,096)	
Total Revenue and Other Support	12,359,426	81,483	12,440,909
EXPENSES			
Program Services	9,123,155	-	9,123,155
Support Services	2,919,872	-	2,919,872
Total Expenses	12,043,027	-	12,043,027
CHANGE IN NET ASSETS	316,399	81,483	397,882
Net Assets - Beginning of Year	4,406,496	154,022	4,560,518
NET ASSETS - END OF YEAR	\$4,722,895	\$235,505	\$4,958,400

Revenue detailed above includes \$210,097 in in-kind donations and volunteer hours.

WHERE DOES THE MONEY COME FROM?



WHERE DOES THE MONEY GO?



INDIVIDUAL, FOUNDATION, AND CORPORATION DONORS

Mazzoni Center's board members, employees, clients, patients, and volunteers gratefully acknowledge all of our generous individual, couple, family, corporation, organization, and foundation contributors for their generous support during Fiscal Year 2015. This list reflects our generous supporters for the period of July 1, 2014 through June 30, 2015.

\$150,000 - \$200,000 Anonymous Foundation

\$100,000 - \$149,999 AIDS United

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Independence Blue Cross Foundation The Philadelphia Foundation

\$25,000 - \$49,999

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Brian McGinnis

With your kindness and financial backing, we can continue our impactful work. Thank you!

The donor lists reflect our generous supporters for the period of July 1, 2014 through June 30, 2015. If you notice any error, please contact the Mazzoni Center Development & Marketing Department at 215.563.0652. Thank you.

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In Fiscal Year 2015, Mazzoni Center staff from the Care Services Department led Mazzoni colleagues and invited family, friends, community organizations, corporations, and volunteer groups to raise cash and tailored in-kind support for the annual Basic Needs Fund and Holiday Drive. The funds raised support low and no-income clients and patients with emergency support such as hygiene kits, shoes, coats, children's toys and clothing, and other essential needs. Mazzoni Center staff reprised the annual *"Beer and Cupcakes"* party at The Bike Stop to add more funds to the cause.

Toys, art supplies, quilts, jackets, boots, and emergency items for children and their families were donated by community members and companies including OptumHealth/United Behavioral Health, Philly AIDS Fund, Independence Blue Cross Sales and Marketing Division, Danny's Adam and Eve, Passional Boutique, Buffalo Exchange, Loretta and Andrew Sernekos, Carolyn Boxmeyer, Matthew Ricciotti, Joel Bautista and friends, and Tony Zacchei and Jacob Anthony.











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To provide quality comprehensive health and wellness services in an LGBT-focused environment, while preserving the dignity and improving the quality of life of the individuals we serve.

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