

PFLAG

CHARLOTTE

2022

GRATITUDE & IMPACT REPORT



LOVE AND GRATITUDE

Dear Friends,

In this work, we face disappointments, heartaches, and heartbreaks. We also have the privilege of experiencing tremendous joy, community, and love. During 2022, we were overjoyed with the signing of the Respect for Marriage Act; we were horrified at the tragedy at Q Club Colorado Springs; we were saddened that the year saw the highest number of anti-LGBTQ+ laws and bills proposed in states across the country.

With this as the landscape during 2022, our PFLAG Charlotte team focused on what we do best. Leading with love, we worked with more individuals and organizations than ever before to create a caring, just, and affirming world for LGBTQ+ people.

Because of you, our accomplishments were many. We hired Lisa Dudzik (she/her) to oversee peer support, school outreach, and communications, and Mollie Burkholder (they/them) to expand our educational programming. We celebrated two inaugural events: Pride & Purpose, our first in-person major fundraiser, and our Corporate Connections gathering. We added a third monthly peer support group meeting, expanded our educational program offerings in the workplace and schools, and introduced new programming in senior living communities.

We're excited for the year ahead. We're launching a fourth monthly peer support group in Union County. We're bringing our groundbreaking Navigating Your Journey Workshop to parents and caregivers in North Mecklenburg, and we're adding a virtual session in Spanish. We're expanding opportunities for our volunteers through additional offerings, including a storytelling workshop. We're launching our Young Adult Advisory Group.

When you speak, write, or do in the way of love—it matters. Questions are sparked, seeds are planted, and hearts are moved. Thank you to each of you for what you do through PFLAG, throughout our community, and within your own families.

Please take a moment to celebrate all that you have enabled.

With love + gratitude,



Sarah Cyssen

She/Her
Board Chair



LEADING WITH LOVE

PFLAG Charlotte is an organization of parents, families, allies, and LGBTQ+ people whose mission is to create a caring, just, and affirming community for LGBTQ+ individuals and those who love them. We support families, educate allies, and advocate for equality. Since our founding in 1987, PFLAG Charlotte works each day to ensure LGBTQ+ people are safe, celebrated, empowered, and loved.

PFLAG CHARLOTTE BOARD OF DIRECTORS

AS OF DECEMBER 31, 2022

Sarah Eyssen (she/her)

President

Sebastian Barr (he/him)

Amy Johnson (she/her)

Dorie Charnin (she/her)

Annabelle Pardo (she/her)

Suzanne Clements (she/her)

Secretary

Doug Cooper (he/him)

Dr. Benjamin Simmons (he/him)

Eileen Conlin (she/her)

Treasurer

Claudette Green (she/her)

Patrick Tindana (he/him)

PFLAG CHARLOTTE STAFF

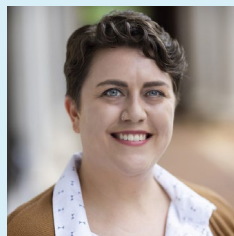
AS OF DECEMBER 31, 2022

#PFLAGProud



Karen Graci (she/her)

Executive Director



Mollie Burkholder (they/she)

Educational Programming
Manager



Lisa Dudzik (she/her)

Community Engagement
Manager



Asia Ruiz (she/her)

Intern

2022 AT A GLANCE

“Thank you for the amazing peer support meeting. We never could have imagined needing a safe space that PFLAG provided to (learn) about this new journey we are on. The support, the education, and advice we received was a gift.”

~ Peer Support Group Participant

EDUCATION

- Hosted 24 fostering allyship workshops for **1,000** area professionals in the fields of banking & finance, healthcare, high tech, law, retail, and community service
- Engaged **140+** individuals from four area faith communities in dialogue around LGBTQ+ affirming faith
- Introduced new program offerings for senior living communities
- Launched a three-part workshop series, Fostering the Inclusion & Belonging of LGBTQ+ Individuals in Schools, for **70+** area educators
- Introduced a new program offering, “LGBTQ+ Allyship: A Mental Wellbeing Conversation”



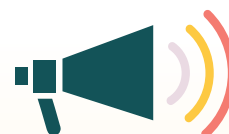
PEER SUPPORT

- Provided peer support to **500** people, including **180** individuals new to PFLAG Charlotte
- Facilitated **31** peer support group meetings in three locations
- Served **200** members in private online peer support groups
- Led Navigating Your Journey workshops for parents & caregivers
- Hosted Family Connections events



OUTREACH AND ADVOCACY

- Collaborated with **10** area LGBTQ+ community organizations
- Speakers for community conversations, including Southern Trans Health & Wellness Conference, Levine Museum of the New South “What’s It Going to Take?”, “Incorporating Inclusion” by Charlotte Regional Business Alliance/US Chamber of Commerce Foundation, Freedom Center for Social Justice’s “Lifesaving Churches.”
- In partnership with EY, hosted inaugural PFLAG Charlotte Corporate Connections event
- **4** PFLAG Charlotte members and supporters met with federal legislators to share their perspectives in support of The Equality Act
- Connected with **4,600** followers across three social media platforms



“Open, engaging, and welcoming, and the content was very informative. This session put us on the right path. “

~ Participant, Navigating Your Journey Workshop for Parents & Caregivers

“Your team at PFLAG is amazing! People cried, asked questions, and have already sent emails about how amazingly impactful the event was.”

~ Participant, Fostering LGBTQ+ Allyship in the Workplace

CORPORATE & COMMUNITY CONNECTIONS



EY

It all began with a conversation, and then an idea was born. What if we create an opportunity for area Pride Business Resource Group leaders and executive sponsors to learn from each other? Recognizing our mutual commitment to inclusion and belonging, our initial conversation with PFLAG Charlotte led to a range of collaborative programming; from a simple EY internal panel discussion, to a virtual “Dining for a Difference.” On October 11, 2022 (National Coming Out Day), our original idea was realized when EY had the pleasure of hosting PFLAG Charlotte’s Inaugural Corporate Connections Event. **What an incredible feeling to bring 65 leaders from 25+ organizations together! Collaboration is everything in this space.**

- Scott Jarrell (EY Forensics) and Joe Wright (EY Business Transformation)

NOVANT HEALTH

At Novant Health, we recognize that every person is shaped by their individual life experiences and health needs. By building and strengthening partnerships outside the walls of our facilities, such as our invaluable work with PFLAG Charlotte, we are able to provide remarkable, compassionate, and informed care for all.

Kelly Leech’s clinical experience and the healthcare outreach arm of PFLAG Charlotte are such a complement to our focus on inclusive and affirming care. For example, PFLAG Charlotte leaders recently met with our primary care clinicians, nursing, and behavioral health leadership to launch LGBTQ+ educational initiatives across our emergency departments.

Our Pride BRG hosted an educational session with PFLAG board member, Dr. Sebastian Barr, around LGBTQ+ mental well-being and resiliency in the workplace. During this year’s Transgender Day of Remembrance, PFLAG, in partnership with our Pride BRG leaders, facilitated a conversation honoring the lives of transgender people, particularly transgender people of color, who have been tragically lost to victimization and violence.

With our shared commitment to diversity, inclusion, and equity, collaborations with organizations like PFLAG Charlotte are natural connections, aligning our priorities with our communities and working together to achieve the goal of health equity.

PROVIDENCE DAY SCHOOL

Providence Day School (PD) is committed to creating an inclusive environment. **Having PFLAG Charlotte as a community partner and resource has helped strengthen the awareness, knowledge, and skills of the Providence Day School community, especially our faculty and staff.** Leaders from PD partnered with trainers from PFLAG Charlotte to leverage their expertise and develop a workshop series that centered around storytelling, taking new perspectives, and discussions about the most effective strategies for supporting members of the LGBTQ+ community. One of our goals was to affirm to our faculty and staff that what you teach is just as important as who you teach. Developing empathy, creating greater self-awareness, and holding space for authentic dialogue are essential to building strong relationships with students. Our faculty and staff reported strengthened readiness and preparedness to support LGBTQ+ students, and we believe this will have a ripple effect on our students and our community.



A LOOK AT OUR FINANCES

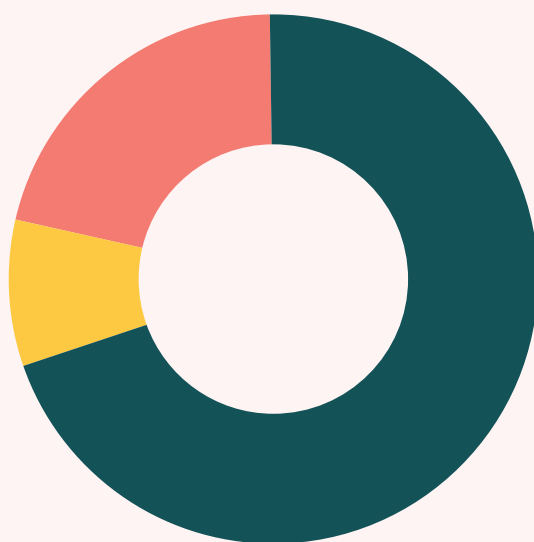
2022 REVENUE



- INDIVIDUAL CONTRIBUTIONS | \$65,400
- CORPORATE CONTRIBUTIONS | \$61,400
- FOUNDATION, TRUST, & NONPROFIT ORGANIZATION GRANTS | \$34,300
- PROGRAM SERVICE FEES | \$22,500

TOTAL REVENUE: \$183,600

2022 EXPENSES



- PROGRAM | \$96,000
- MANAGEMENT & ADMINISTRATION | \$12,300
- FUNDRAISING | \$29,100

TOTAL EXPENSES: \$137,400

Net Revenue of \$46,200 is a result of greater-than-expected individual and corporate contributions and program service fees. This revenue will be applied to 2023 operating expenses to meet increased community demand for services.

PFLAG'S PRIDE & PURPOSE FUNDRAISER

On May 19, 2022, we welcomed 175+ attendees to our inaugural in-person fundraiser at the Mint Museum Randolph. The evening included a silent auction, a short program, performances by Charlotte Pride Band and One Voice Chorus, and raised over \$60,000 in support of our mission.



Photos by Silver Monkey Images.

THANK YOU TO OUR 2022 PARTNERS



BANK OF AMERICA

GOLD



Moore & Van Allen

SILVER



Atrium Health

BRONZE



TRUIST 

SUPPORTERS & FRIENDS

Special thanks to The Plus Collective and Wray Ward EmpoWwer



Learn more, find support, take action, and make a gift at pflagcharlotte.org.
For corporate and individual sponsorship opportunities, visit our [Sponsorship Opportunities page](#).

PFLAG
CHARLOTTE

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