

BLACK QUEER PRIDE

Learn how our bi-annual celebration brought joy and celebration to a stressful year.

2021 VISION

New year, new goals! We're aiming to make Lighthouse's impact bigger than ever.

LIGHTHOUSE FOUNDATION

ADVANCING JUSTICE FOR BLACK LGBTQ+ PEOPLE THROUGHOUT CHICAGOLAND



LIGHTHOUSE FOUNDATION

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FROM OUR EXECUTIVE DIRECTOR



Lighthouse Foundation Family,

2020 was, in many aspects, completely unexpected. COVID-19 has impacted us all in ways we never anticipated. However, our fight for justice progressed in epic strides. In all ways, Lighthouse Foundation has risen to the past year's challenges and made a substantial change in Chicago.

Together we raised \$16,000 in mutual aid funds for Black Queer Chicagoans! This initiative made a massive impact on folks struggling with unemployment and reduced work. We are incredibly grateful to everyone who came together to move resources for the people.

At the close of the year, I was excited to welcome new staff members who will continue to grow this work in the coming year. Morgan Sherm is our new Black Queer Caucus Coordinator & Organizer, Hannah Pewee is our new Communications Coordinator, and Dani Gabriel

is our new Director of Development. Please join me in welcoming them to Lighthouse Foundation.

As we enter 2021, I am hopeful and energized. The participation of 7,000 members and visitors in Lighthouse events and trainings over the past year has been inspiring, and I can't wait to see our numbers grow. I am thrilled we are launching the Black Queer Equity Index and excited about the opportunity to establish an industry-wide standard through a collective impact model.

Please join us to build community and work for the liberation and health of Black Queer people across Chicagoland.

Yours in struggle and power,

JAMIE FRAZIER
EXECUTIVE DIRECTOR



SINCE LAUNCHING IN 2019:

18 months. 22 events. 7,000 attendees. 15 partner organizations. \$16,000 in mutual aid from individual donors raised and distributed.

OUR MISSION

Lighthouse is a Black Queer-led, multiracial social justice organization that advances justice for Black LGBTQ+ people across Chicagoland through empowerment, education, and entertainment. We invite non-Black accomplices, interfaith partners, and service providers to support community organizing that builds a more equitable LGBTQ+ community.

OUR VISION

We envision a Chicagoland where Black LGBTQ+ people are safe, resourced, empowered, liberated, and flourishing.



Lighthouse Foundation is building a coalition of faith leaders and social services providers to pursue Black Queer justice. Members of Lighthouse Church, UCC launched Lighthouse Foundation in 2019. In our model, our partner organizations assign one of their members as the liaison to our organization, and that liaison receives anti-racism and community organizing training from us. In return, organizations pay dues and agree to uplift our racial justice campaigns on their social media platforms. We know that change requires engagement in an ongoing relationship--educating leaders, challenging them to do better for our community, and building our own table at which our partners can sit.

In just over a year, we have recruited fifteen member organizations: **Howard Brown Health Center, Lutheran Children & Family Services of Illinois, UCAN, St. Pauls UCC Lincoln Park, Gilead, Root and Branch, Holy Trinity ELCA Lakeview, Lighthouse Church of Chicago UCC, Lincoln Park Presbyterian Church PCUSA, Pilgrim Congregational Church, Gather Church, United Church of Rogers Park, First United Church of Oak Park, Ravenswood UCC, and the Inclusive Collective UIC Campus Ministry.**

We plan to continue building relationships and power that we can unleash in our actions to pursue justice for Black Queer and trans folks. Our goal is to grow this collaboration to 50 member organizations within the next five years.

Our individual members came through for us too. You don't have to be a member of an organization to be a part of Lighthouse. Show up as you are and build community with us!

The 1969 Stonewall uprising was led by Black and Brown trans women who fought back against police violence. The LGBTQ+ movement has won more rights, institutional



Black Trans Activist Marsha P. Johnson at the Stonewall uprising protests.



We look forward to working with our 15 Chicagoland partner organizations, faith communities, and nonprofits.

power, and access to wealth over time. Unfortunately, white cis gay men have wielded their privilege to their benefit, leaving Black Queer folks to face disproportionately high rates of poverty, police brutality, and HIV infection.

The institutions and businesses that dominate Chicago's "gayborhood" reflect the financial, cultural, and political interests of these men, even as they claim to serve the broader LGBTQ+ community in a majority BIPOC city. For example, in the year Lighthouse Foundation was formed, the owner of Beatnix, a vintage clothing shop in Boystown, called the police on a Black customer who questioned him for selling a Confederate flag vest.

Later that week, the owner of Progress Bar tried to ban rap music in their establishment. Up until our campaign, Center on Halsted, which receives millions in funding

to serve Black Queer youth, paid off-duty police officers whose leader had a history of racist violence to provide security. Pervasive structural inequality perpetuates the same economic disenfranchisement, state violence, and health disparities within the LGBTQ+ community as without.

Just as it is time for a reckoning in US society as a whole, it is time for one in the LGBTQ+ community.

Drawing on the Civil Rights Movement, Lighthouse Foundation invites non-Black accomplices to dismantle the discrimination we face, under our direction. Together, we will challenge LGBTQ+ power brokers and dismantle barriers preventing Black Queer folks from benefiting and thriving.





OUR WORK

BLACK QUEER PRIDE

Summer Edition



3 days of events. 7,000 participants. \$6,000 paid in stipends to Black Queer Performers.

Our organization quickly pivoted to virtual events and organizing as the COVID-19 outbreak began. When we heard that some Black Queer party promoters started planning in-person Pride events, we realized that we needed to create an alternative to help celebrate our community without risking our health in a pandemic that was devastating Black communities. Within a matter of two and a half weeks, we pulled together Black Queer Pride: Summer Edition, a three-day virtual extravaganza that LGBTQ+ folks could join from anywhere in the world. The cultural and educational event featured drag performers Cleo Pockalips & Dida Ritz, as well as comedian Sampson McCormick, along with a dozen more Black LGBTQ+ performers, professionals, and

facilitators. We hosted 3 days of programming that reached over 6,000 people! Black Queer Pride: Summer Edition, which you can still check out on our Facebook page, shined a light on Black talent, resilience, and joy.

One of our participants shared:

“Being involved with Black Queer Pride was life-changing. The whole experience was amazing — not only to be apart of the foundation and contributing to the event, but [because this was] my first time being involved with a completely Black Queer event. I don’t believe I’d have had the opportunity otherwise.”



“Black Queer Pride: Summer Edition was an incredible experience. It was the first event I’ve taken part in where I felt fully seen at the intersection of my talents and true self. It was an opportunity to collaborate with other Black Queer people and expand my idea of community.

Our Black Queer community is vast, far and wide, and it’s amazing to not only witness but take part in.”

LESTER JENKINS

BLACK QUEER PRIDE PERFORMER, BLACK QUEER CAUCUS LEADER





SECURING EQUITABLE ACCESS

by Removing Off-Duty Police from Center on Halsted

In just six months, we worked with COH to fire Walsh Security and hire Quantum Security, a Black LGBTQ+-owned security firm trained in de-escalation.

The Center on Halsted (COH), which receives millions in funding to serve Black LGBTQ+ Chicagoans, was contracting with Walsh Security, a firm owned by an off duty police officer with a history of improprieties and a track record of racism.

Community members approached Lighthouse Foundation about feeling unsafe at COH, citing Officer Walsh's physical and verbal assault against James Matthews, a Black security guard at The Lucky Horseshoe bar in 2013. As of 2019, Walsh had still not served his 60-day suspension levied by then-Police Superintendent Gary McCarthy in 2015. Yet he worked at the largest LGBTQ+ Center in Chicago where he profited from a posh six-figure private security contract.

In August of 2019, Lighthouse Foundation decided to take on the controversial contractor to help Black LGBTQ+ folks access needed services at Center

on Halsted without fear of violence or bigotry. We wrote and hand-delivered a petition to COH's CEO, Modesto Tico Valle, signed by 150+ people from 40+ institutions demanding that COH end its relationship with Walsh Security. COH leadership then met with Lighthouse Foundation leadership, who then hosted a press conference with the support and presence of our non-Black accomplices. As a result of these actions, Lighthouse Foundation won our first Racial Justice Campaign!

The victories continued as Lighthouse Foundation's efforts set off a wave of change. In June of 2020, The Northalsted Business Alliance agreed to stop contracting with Walsh Security during Boystown parades or festivals. We realized that we needed to turn this moment into a movement. We needed to build a coalition to demand continued and constant institutional investment in Black LGBTQ+ communities in Boystown and beyond!

Pictured: Lighthouse's Executive Director, Jamie Frazier, hand delivering our letter to the Center on Halsted.



BLACK QUEER LIVES MATTER

Mutual Aid Fund

Together we raised \$16,000 from individual donors, which we distributed via \$250 micro-grants!

When COVID-19 hit, Black communities were devastated with a death rate three times higher than white communities when adjusted for age. Black workers had been disproportionately represented in service industries where working from home wasn't an option; and more than one in six Black workers lost their jobs between February and April.

As uprisings surged all over the country to demand justice for George Floyd, Breonna Taylor, and all Black lives lost to white supremacist violence, Lighthouse Foundation launched the Black Queer Mutual Aid Fund to support Black LGBTQ+ people in Chicago who were struggling to pay for rent, utilities, and basic needs.

Here is what some of the recipients of the micro-grants said:

"I used the funds to keep alive during this highly uncertain time. They helped me cover my living expenses. As an artist who primarily works in the realm of performance, this time has been extremely difficult financially for me. The funds helped me to keep going."

"I used the funds to pay a utility bill I couldn't afford and get myself some groceries. It meant (and still means) a lot to me that I've been able to better take care of myself with this help. Otherwise I was stretching out single meals or only eating questionable leftovers. Thank you for this fund."

"During the time of COVID, my household structure changed financially. I'm used to a certain amount of supplemental income for my household every year through gigging. My gig calendar DECREASED about 78%, which means that portion of my income decreased about that much as well. Those gigs consist of weddings, corporate events, and other miscellaneous live music events. All canceled due to COVID and business restrictions. This aide has helped to replace a portion of that income, and I'm very grateful for the opportunity."

"Lighthouse Foundation has been a saving grace during this pandemic. With loss of a substantial portion of my income, their small grants have been able to help me pay bills and keep food in my belly. I appreciate their offerings especially since they come as surprise blessings when I least expected the help."





COVID-19

How We Built Community During the Pandemic



COVID-19 altered the planned 2020 trajectory of our organization by forcing us to take all of our in-person events virtual and making urgent a need to organize mutual aid.

As COVID-19 became a crisis, we responded by partnering with Howard Brown Health Center to create culturally competent, trans-affirming messaging for Black LGBTQ+ people and accomplices about how to reduce the risk of contracting COVID-19 while caring for their mental health during quarantine.

We created a public health campaign called **#stayathomeand**. In addition to offering health education, the campaign facilitated community-building, virtual placemaking, and positive social engagement.

Our community is at high-risk for contracting the coronavirus, but highly under-resourced to face it. Based on our lived experiences as Black Queer people, we created a campaign that spoke to our needs that other institutions fail to address.

We also shifted to creating virtual events, which has enabled us to reach the most isolated Black LGBTQ+ people — youth in unsupportive homes, people with abusive partners, and geographically isolated people on Chicago's South and West Sides.



From May Reign to Everyone:
yessssssssss preach poet!

From Jamie Frazier to Everyone:
❤️❤️❤️❤️

From Rod Hendricks to Everyone:
PREACH..

From Shanice Morgan to Everyone:
👏👏👏👏💜💜💜

From Yarima to Everyone:
Blown away

From Jamie Frazier to Everyone:
😊😊😊 Your poetry heals through radical truth telling.

From Yuchabel Harris to Everyone:
talk about it

From Alicia Lee to Everyone:
TEACH!!!!

**Over the course of 2020,
we provided over 30 hours of virtual
programming presented by Black Queer people.**

From May Reign to Everyone:
WOW
truth teller!

Pictured: Live chat reactions from one of Lighthouse's monthly events, BLK WOMXN SPEAKS.

FUNDRAISING

U.S. BLACK LGBTQ+ FUNDING

U.S. LGBTQ+ FUNDING

95%

5%

According to Funders for LGBTQ Issues, Black LGBTQ+ organizations receive only 5% of all LGBTQ+ funding in the United States — a mere .01% of all philanthropic giving in the nation.

With the stock market crash and an uncertain economic future, some grantors have shuttered their doors and even more foundations and large donors are hesitant to give to entities they have not previously funded. Lighthouse Foundation is beating the odds by forging a model that is financially resilient, relying on membership funding, small-scale contributions, and fee-for service contracts. At the same time, we have been building stronger relationships with Chicago's philanthropic community to work towards future grants that will expand our capacity tremendously in 2021.

Lighthouse Foundation is an emerging organization that has made significant strides in a challenging time thanks to 1,880 of hours of unpaid work donated by our Leadership Council, Founder and Executive Director, and Black Queer Caucus Leaders (worth an estimated \$49,504).

According to the Chicago Community Trust's 2019 LGBTQ Needs Assessment,

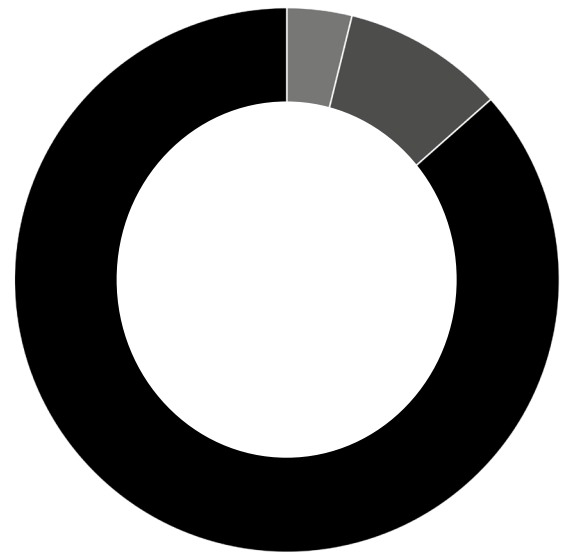
the majority of Black LGBTQ Chicagoans rate their top three concerns as basic income, access to employment, and racial discrimination.

As we look forward to 2021, we know that we cannot continue to expect Black LGBTQ+ people to offer their emotional, intellectual, and logistical labor for free. That's why we intend to raise our budget from \$130,371 to

\$300,938 so that we can create good jobs for Black LGBTQ+ community leaders who are challenging racism everyday.

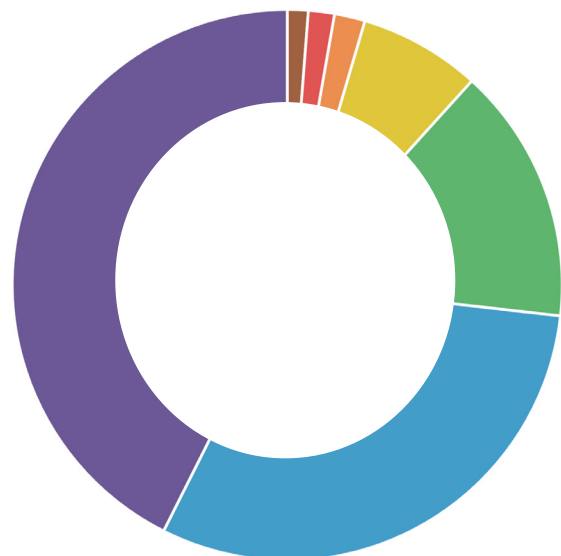
Over 2020, our work was made possible by 80 individual donors who gave a total of over \$9,000.

Pictured: Footage from one of Lighthouse's monthly events, BLK WOMXN SPEAKS.



FISCAL YEAR 2019 INCOME

| | | |
|--------------|--|----------|
| 4% | DONATIONS | \$2,000 |
| | Epiphany UCC | |
| | Lighthouse Church UCC | |
| 10% | GRANTS | \$5,000 |
| | Crossroads Fund | |
| 87% | IN-KIND CONTRIBUTIONS | \$45,008 |
| | St. Pauls Office Space, Copier Access, and Meeting Space | |
| | Executive Director (July - Dec) | |
| | Leadership Council President (July - Dec) | |
| | Pro Bono Marketing (July - Dec) | |
| | Black Queer Caucus Leaders' Stipends (July - Dec) | |
| | CARE Program Coordinator (July - Dec) | |
| TOTAL INCOME | | \$52,008 |



Within a single year, our organization expanded by over 150%.

FISCAL YEAR 2020 INCOME

| | | |
|--------------|--|-----------|
| 1% | CORPORATE CONTRIBUTIONS | \$1,600 |
| | Kellogg: KPride and Allies | |
| 2% | FEE FOR SERVICE | \$2,000 |
| | Howard Brown Health Center | |
| 2% | LOANS | \$2,350 |
| | Public Health Institute of Metropolitan Chicago Payroll Loan | |
| 7% | DONATIONS | \$9,327 |
| 15% | DUES | \$19,650 |
| 31% | GRANTS | \$39,940 |
| | Technology Funders Collaborative | |
| | Conant Family Foundation | |
| | Crossroads Fund Rapid Response Grant, Spring 2020, Fall 2020 | |
| | Vanguard Charitable - The Jacques Louis Vidal Charitable Fund | |
| | African American Legacy Fund, The Chicago Community Trust | |
| 43% | IN-KIND CONTRIBUTIONS | \$55,504 |
| | St. Pauls Office Space, Copier Access, and Meeting Space (Jan - Mar) | |
| | Executive Director (Jan - Jun) | |
| | Leadership Council President | |
| | Pro Bono Marketing | |
| | Black Queer Caucus Leaders' Stipends (Jan - Sept) | |
| | CARE Program Coordinator (Jan - Aug) | |
| TOTAL INCOME | | \$130,371 |

A very special thank you to our 2020 funders:

Technology Funders Collaborative

Conant Family Foundation

Crossroads Fund

Vanguard Charitable - The Jacques Louis Vidal Charitable Fund

African American Legacy Fund - The Chicago Community Trust

Pictured: A crowd of accomplices gathers to protest the racism of Progress Bar, hosted by Lighthouse Church UCC's



THE BLACK QUEER EQUITY INDEX

Creating Measurable Standards for LGBTQ+ Racial Equality



The Black Queer Equity Index offers opportunities for organizations to gain knowledge and tools to address racial disparity.

Living at the intersection of the marginalized identities of Blackness and Queerness, Black LGBTQ+ Chicagoans face risk factors for adverse health, economic, and social outcomes. The Black Queer Equity Index (BQEI) seeks to alleviate these factors by helping organizations live up to

their values of anti-racism and equitable service of Black LGBTQ+ people.

The BQEI is both population-based and place-based, foregrounding the needs of Black LGBTQ people and the

organizations serving Black Queer people in Chicago. Inspired by the Human Rights Campaign Foundation's Corporate Equality Index, BQEI will define key measures of Black Queer equity to be applied industry-wide to entities serving Black Queer people, propose tangible recommendations for improvement, and provide tools

to monitor and measure progress. Creating a culture of equity and inclusion will increase employment opportunities, quality of life, and access to resources for Black Queer people living primarily on Chicago's south and west sides the city, ultimately helping to mitigate risk factors facing Black Queer people throughout Chicago.

OUR PLAN

- 1

Create the Survey

Lighthouse Foundation will convene an Advisory Council with representatives from top LGBTQ+ serving organizations in Chicago, Public Health and Public Policy experts, and anti-racism, social justice, and equity experts representing the full Black LGBTQ+ spectrum.

Lighthouse Foundation has partnered with the UIC Graduate Public Administration Capstone course, and the UIC Urban Studies Senior Capstone course to create a qualitative and a quantitative survey to collect information from five target organizations. The Advisory Council will generate content and data priorities for each survey based on their lived experiences as stakeholders in Chicago LGBTQ+ nonprofits and beyond.

Lighthouse Foundation will be responsible for general project oversight and public promotion of the BQEI, as well as building structure for continuous community feedback through the Advisory Council. The surveys will be finalized in March 2021.
- 2

Invite LGBTQ+ Organizations

Lighthouse Foundation will invite AIDS Foundation of Chicago, Center on Halsted, Chicago House, Equality Illinois, and Howard Brown Health to join the first BQEI cohort. These five organizations are among the most influential and well-funded LGBTQ+ serving institutions in Chicago. Together, they control a combined \$186 million in funding, which translates to 1,000+ jobs and tens of thousands served.
- 3

Convene a Taskforce

Lighthouse Foundation will convene an Equity Taskforce and hire a Racial Equity Consultant. The Equity Taskforce, comprised of respected leaders from philanthropy, social services, Northwestern's EDIT Program, and the LGBTQ+ community and led by the Racial Equity Consultant and Lighthouse Foundation, will interpret the survey results and present each participating organization with an assessment of where they are on the indicators of equity for Black Queer people and recommendations for changes to implement in the next year. Lighthouse Foundation will publicly release the results with an opportunity for Q&A.
- 4

Expand Our Impact

Each subsequent year, participating organizations will be given a report card grade that will summarize the equity indicator assessment. Additionally, Lighthouse Foundation will invite additional organizations to join the index and will continue to scale the BQEI to address other institutions within Chicago and beyond.





OUR TEAM

Lighthouse Foundation Staff



JAMIE FRAZIER
Executive Director
He, Him, His

As the founder of Lighthouse Foundation, Jamie loves working at the intersection of race, sexuality, and religion. He has expansive experience as a pastor, orator, and advocate both nationally and locally.



MORGAN SHERM
Black Queer Caucus Program Coordinator
She, Her, Hers

Morgan coaches and consults digital content management, and is an activist focused on helping Black and Brown transgender, queer, and disabled people fighting to survive.



HANNAH PEWEE
Communications Coordinator
She, Her, Hers

Hannah specializes in graphic design, photography, and writing. She wants to use her skills and experience in communications to help make the world a better place.



DANI GABRIEL
Director of Development
They, Them, Theirs

Dani is a long-time activist, fundraiser, writer, and serves as a deacon in the Episcopal Church. They are the author of "Sam!" a book about a trans boy's journey, and other titles.



Lighthouse Foundation Leaders



KARLYN MEYER
Leadership Council President
She, Her, Hers

Karlyn is a writer, speaker, attorney, educator, parent, queer, organizer, volunteer, and friend. She's passionate about helping others, trying her best, and working to build a better world.



LESTER JENKINS
Black Queer Caucus Leader
He, Him, His

With over 11 year of experience, Lester has a passion for the performing arts, including music, theater, and dance. He has various house/R&B projects available digitally under the alias Lester Jay.



ALLEN WOMBLE
Black Queer Caucus Leader
He, Him, His

Allen is an experienced higher education professional skilled at designing high impact engagement experiences for students and transforming campus life through innovative student programming.



ALICIA LEE
Black Queer Caucus Leader
She, Her, Hers

Alicia is a member and leader at Lighthouse Church UCC. Known as the "hostess with the mostest," she has opened her home to homeless LGBTQ+ people and thrown events at her home for Black LGBTQ+ folks.



SMASH
CARE Organizer
She, Her, Hers

Smash is a teacher, pastor and organizer. She's excited to be working with the Lighthouse Foundation because she believes in the importance of specificity for the realization of justice.



A SPECIAL THANK YOU TO OUR PARTNER ORGANIZATIONS



First United Church of Oak Park
An open community united in love and justice



Howard Brown
Health

THE INCLUSIVE COLLECTIVE

Lighthouse Church Of Chicago UCC



Lincoln Park
PRESBYTERIAN CHURCH



Lutheran Child and
Family Services of Illinois



PILGRIM CONGREGATIONAL CHURCH
UNITED CHURCH OF CHRIST

RAVENSWOOD UNITED CHURCH OF
CHRIST

ROOT & BRANCH CHURCH

SAINT PAULS

