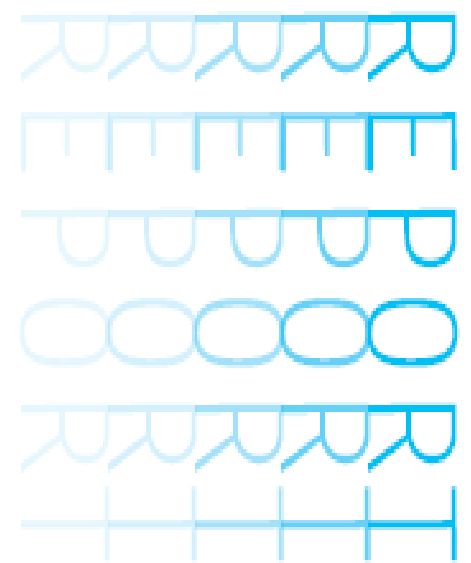
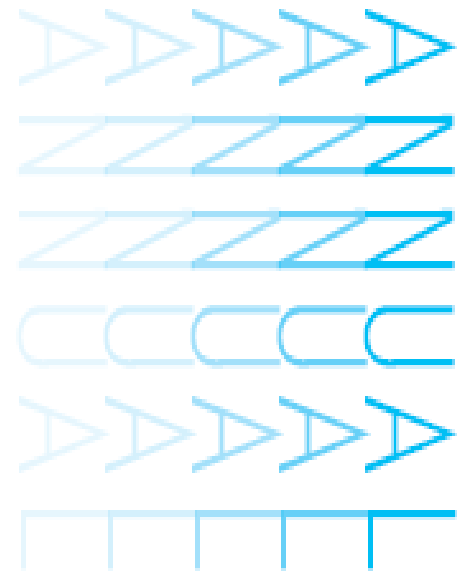
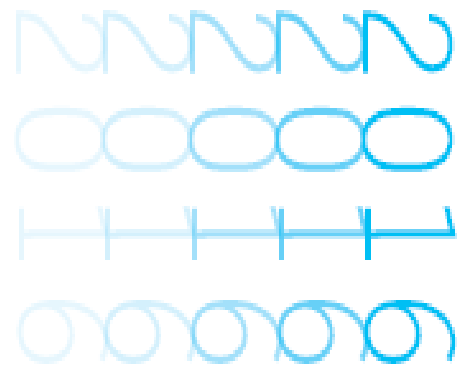
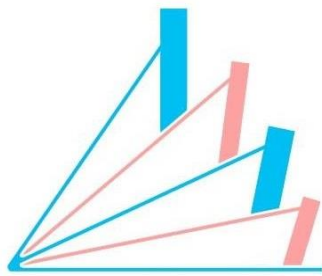


**UPSWING**  
ADVOCATES

LGBTQIA TRAINING + COACHING





Upswing Advocates is an LGBTQIA organization that provides coaching, training, groups, and research to support LGBTQIA people in Chicago and beyond.

## LETTER FROM THE DIRECTORS

From the beginning, the mission of Upswing Advocates has been to use an individualized, strengths-based approach to build skills and resilience in ways that strengthen and support the Lesbian, Gay, Bisexual, Transgender, Queer, Questioning, Intersex, and Asexual (LGBTQIA) community in Chicago and the surrounding areas. As a research-focused organization, our intention has been to work directly with LGBTQIA individuals and their loved ones, providing goal-focused coaching services and groups. It is also deeply important to us to offer training to help professionals who are interested in building their competence in working with people who are LGBTQIA.

This year marked the official start of our program roll out, and critical work on the infrastructure of this organization. We have recruited a passionate and diverse Board of Directors. We carried out research, consulted with professionals on gender affirming practices, began building relationships within our community, and began seeing coaching clients weekly in IntraSpectrum's downtown space.

Upswing Advocates remains wholeheartedly committed to serving the LGBTQIA community through expanding accessibility to services and resources. Thank you for joining us in this work.

Sincerely,

Fawna Stockwell

Director of Research and Programs



Worner Leland

Director of Development and Promotion



## A 2016 TIMELINE

March	<ul style="list-style-type: none"><li>• First Board of Directors meeting</li></ul>
February-July	<ul style="list-style-type: none"><li>• Conducted research on mindfulness and gender dysphoria</li></ul>
May	<ul style="list-style-type: none"><li>• Received 501(c)(3) status</li></ul>
July	<ul style="list-style-type: none"><li>• Completed needs assessment for coaching and training services</li></ul>
September	<ul style="list-style-type: none"><li>• Additional Board members elected</li></ul>
October	<ul style="list-style-type: none"><li>• Began attending Stand Up For Kids drop-in nights to explore future organization collaboration</li></ul>
November	<ul style="list-style-type: none"><li>• Trans Turning Point: A Day for Resource Exploration: offered mindfulness taster session and participated in mental health panel</li><li>• Collaborated with Live Oak for name change event</li></ul>
December	<ul style="list-style-type: none"><li>• Began offering sliding scale individual coaching services</li></ul>

As of December 2016, Upswing Advocates has met with coaching clients in IntraSpectrum Counseling's office space in downtown Chicago. IntraSpectrum Counseling is a private group psychotherapy practice that specializes in providing sensitive LGBTQI-affirming services.

# 2016 COACHING CLIENT DEMOGRAPHICS

4 coaching clients, ages 23-43

## HEARD ABOUT US FROM

A Tinder date  
Center on Halsted  
Queer Front Facebook group  
TransWorks

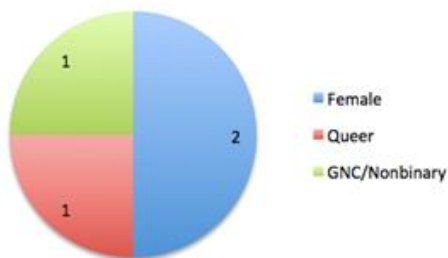
## RACE / ETHNICITY

Hispanic  
Native American/Black  
White  
White/Jewish

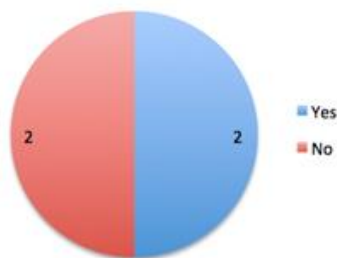
Upswing Advocates offers one-on-one coaching services for LGBTQIA clients.

Using the principles of Applied Behavior Analysis, coaching services help clients who are feeling stuck to examine their behavior and arrange their environment in ways that help them move toward their goals.

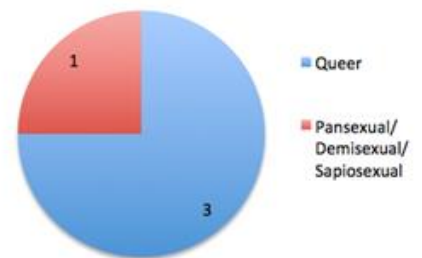
## GENDER



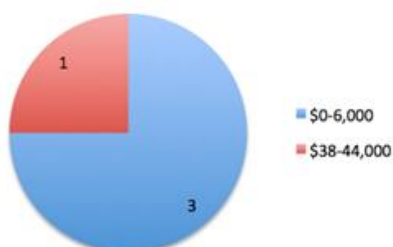
## TRANSGENDER



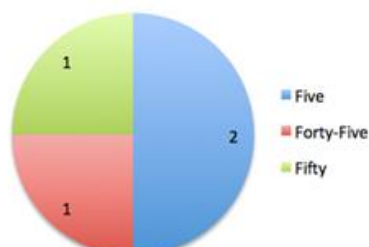
## SEXUAL ORIENTATION



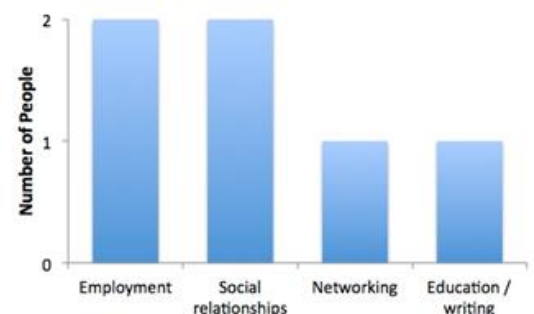
## ANNUAL INCOME



## SESSION PAYMENT

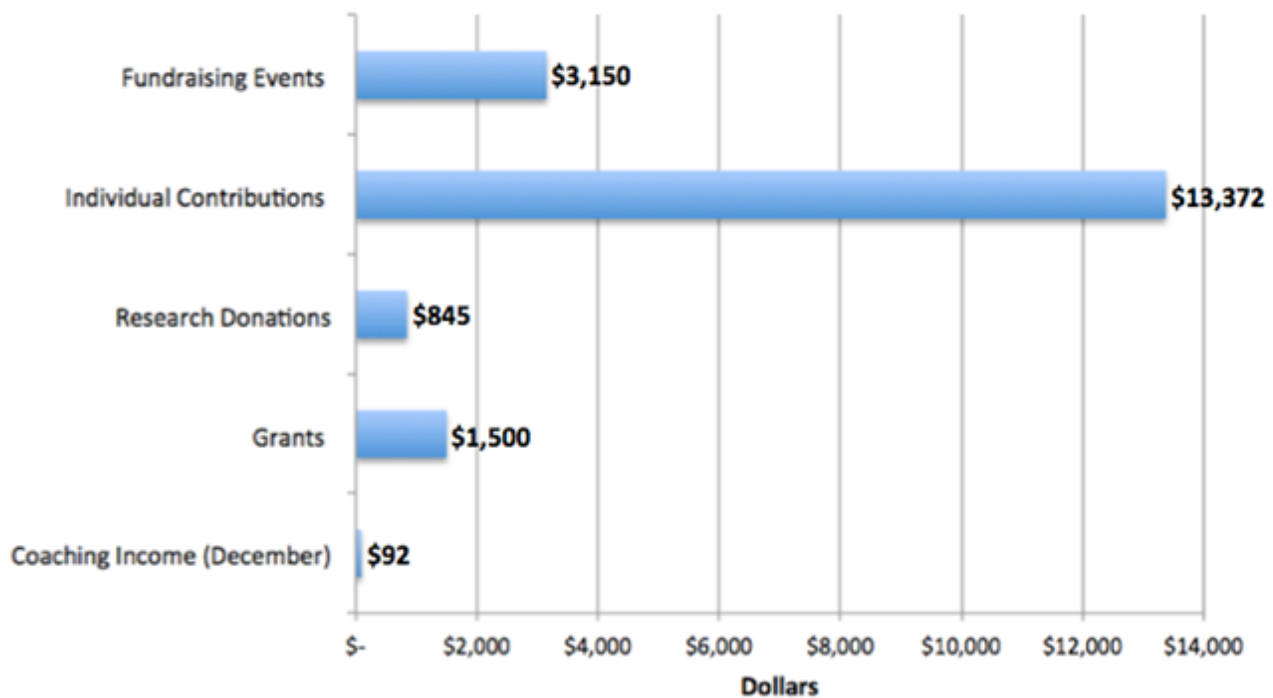


## TARGET BEHAVIOR SELECTED



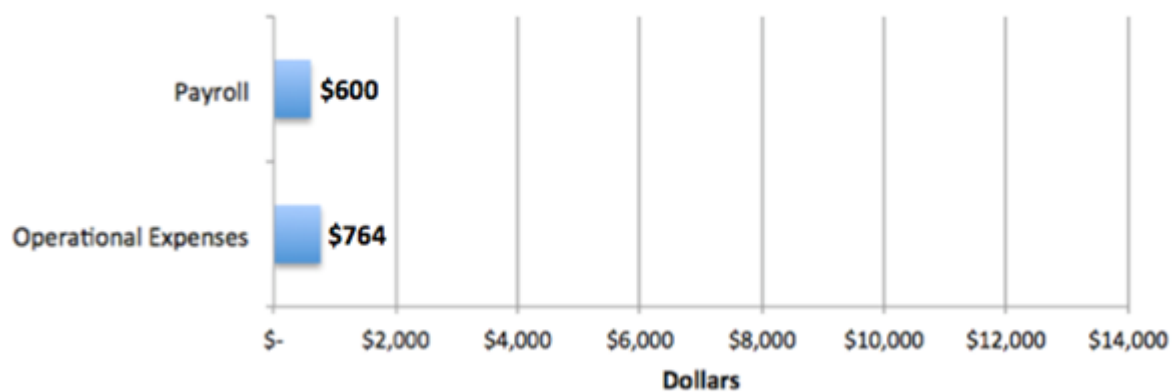
## 2016 FISCAL YEAR REVENUE

**\$ 18,959**



## 2016 FISCAL YEAR EXPENSES

**\$1,364**



**Thanks to the generous support of our 2016 donors, we are able to continue to offer coaching for LGBTQIA people on a sliding scale, to conduct research that benefits and affirms the TGNC community, and to build infrastructure for upcoming support groups and LGBTQIA affirming trainings for helping professionals. Thank you for being a vital part of this important work.**

## **GRANTS**

Trans Justice Funding Project

## **IN KIND DONATIONS**

Kirkland & Ellis LLP

IntraSpectrum Counseling

Cinema Libertad

Russell Emmert

Andy Nogasky

## **INDIVIDUAL MONTHLY DONORS**

Lee A Dewey

Lauren Hopkins

Anna Jensen

Aaron Jones

Tara and Michael Martin

## **INDIVIDUAL ONE TIME DONORS**

Jason Best

Tabitha Boorsma

Stacy Jo Branda

Karen Connolly

Patrick Connolly

James Davis

Hailey N Deloya-Vegter

Cassandra Dikes

Cameron Estrich

Clare Ford

Sheri A Gamba

Patrick Gibbons

Matt Gibson

David Goldman & Cecil Pendergrass

Gil Gonzales

Christopher Johnson

Sarah Kaylor

Kathleen M Keefe

Jen Klapatch

Nathaniel Lachica

Sasha Long

Laura Madalinski

Tara & Michael Martin

Brigid McCormick

Mike McMains

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Dawne Moon

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Annabelle Winters

Kim Wobick

Janani Vaidya

James Villalpando

Greg Vogel



Maia Everett  
Secretary of the Board

# BOARD OF DIRECTORS



Don Togade  
Treasurer of the Board



Jason Best



Courtney Bilbrey



Alicia Crosby



Lee Andel Dewey



Anna Jensen

## VALUES

**Self-determination:** We believe that all people deserve respect, and the freedom to make their own choices and focus on what is most valuable to them. Each person has the right to define their gender, sexuality, and other identities in whatever ways they choose.

**Non-hierarchical work:** Rather than a more traditional model of "experts" providing services to clients, our focus is on creating collaborative relationships with emphasis on shared experiences and strengths, on working together to accomplish meaningful goals.

**Workability:** We strive to do what makes practical sense. If a strategy stops working, or doesn't work in a particular context, we seek out new options to determine what works best in a given situation, and continue to evaluate progress over time.

**Empowering the LGBTQIA community:** We seek out direct involvement and feedback from LGBTQIA individuals in our organization's activities and leadership so that the services we provide are by us, for us. In addition, no one will be turned away because of their inability to pay.





