Dear Community,

It is with great care, love, appreciation, gratitude, and solidarity that we share this annual report with you on our work, our impact, our growth, our learning, and our striving in 2019.

As we share this report, we are also acutely aware of the time and place we are in right now. It is July, 2020. We are in a global pandemic. We are in the United States, where that pandemic is spreading fast, with inequity and injustice at every turn. We are in Minnesota, a land of water, a land of the Lakota, Dakota, and Ojibwe people, a land on which some of the nation's largest health disparities exist. We are in the Twin Cities. The place in which George Floyd was murdered by Minneapolis Police, a place where uprising and revolution is on the ground and in the air.

We are an organization that is proud of our work to center deep listening and care. We are proud of our commitment to fostering health care relationships that uplift peoples' individuality and wholeness. We are an organization that proudly believes sex education is a radical tool for liberation. We are an organization that is vibrant and celebratory and changing. We are an organization that is practicing.

Some things we practiced in 2019 that are buoying us in 2020 include teaching and learning, reconciling and revealing, transforming, striving, and growing. We are taking opportunities to act on our commitment to equity with great intention in all the ways we do our work.

As we reflect and practice paying attention to this moment, we notice our deep gratitude to you, for your support, your engagement, your commitment, your curiosity. We notice the importance of connections and relationships.

Our work in 2019 is a product of the connections and relationships we foster. It is the product of the power that is in each of us. Our present moment is illuminating the criticality of community care and the power of connection, and our commitment to growing our collective power going forward.

Thank you for your partnership and the unique gifts that you bring to this collective work. Thank you for what you made possible in 2019 and for what you are making possible right now.

In solidarity and with deep gratitude,

— Sally Nixon, Board President & Alissa Light, Executive Director
OUR MISSION
We cultivate a healthy community through comprehensive sexual health care and education.

OUR VISION
We envision a world where health disparities are eliminated through innovative, personalized sexual health care and education for diverse needs.

What We Do

EDUCATION SERVICES
We help elementary students to adults (including parents) feel comfortable with their bodies, confident in their knowledge, and powerful in their decision-making abilities.

MEDICAL SERVICES
We are a leading reproductive and sexual health care clinic. All of our services are offered on a sliding fee scale and most are covered by insurance.

DEAF, DEAFBLIND, AND HARD OF HEARING SERVICES
We are the only clinic in the state providing uniquely tailored, statewide services to the Deaf, DeafBlind, and Hard of Hearing communities.

MN FAMILY PLANNING + STD HOTLINE
The hotline serves the entire state of Minnesota. Through it, we provide reliable, medically accurate, confidential information via text, phone, and web chat.

LGBTQ HEALTH ACCESS INITIATIVE
We are committed to improving the health of lesbian, gay, bisexual, trans, and queer individuals through affordable, respectful sexual health care and education.

We believe in people-centered holistic sexual and reproductive health care and education.
The Communities We Serve Are Powerful and Intersectional

OUR COMMUNITY INCLUDES:

- People of color
- Black people
- Indigenous people
- LGBTQIA people
- Immigrants
- Sex Workers
- Deaf, DeafBlind, and Hard of Hearing people
- People with disabilities
- People who are unhoused
- People who are incarcerated
- People with low incomes
- Students
- Artists
- Fat People
- Women
- Parents

WHAT OUR COMMUNITY LOOKS LIKE

- 55% IDENTIFY AS MEMBERS OF LGBTQ COMMUNITIES
- 67% IDENTIFY AS WOMEN
- 45% IDENTIFY AS BLACK, INDIGENOUS, OR PEOPLE OF COLOR
- 72% LIVE BELOW 200% OF THE FEDERAL POVERTY LINE
Community Partnerships

In a variety of settings, from shelters to schools to individual sessions with parents, Family Tree helps youth and adults understand critical aspects of sexual health.

45% Increase in classes taught

2 NEW EDUCATOR POSITIONS

Our most requested classes of 2019:

BIRTH CONTROL

In this class, students learn about methods of birth control through peer-based learning and activities. With the guidance of educators they are empowered to be experts on their own bodies.

Through engaging activities, students focus on key concepts and reinforce positive norms about birth control.

By the end of a lesson students know how to access birth control and understand that taking care of their health and the health of their peers is important, and a normal part of life.

STI PREVENTION

In this class, students come with a base knowledge of STIs. Educators guide students through thought processes around why someone would want to protect themselves and also protect their community.

The class focuses on positive peer norms, normalizing testing, and destigmatizing STIs.

The importance of condoms is a key message and students leave the lesson knowing that condoms are easy to get and also easy to use!

Keeping it Safe and Sexy

Family Tree’s peer educator program gives teens the opportunity to learn about sexual health issues, be trained as peer educators, and develop leadership and communication skills.

A still from Katie Robinson and Allegra Wyatt’s Boomerang to promote KiSS on Instagram.

KiSS

Deaf, DeafBlind, and Hard of Hearing Education Education Program

A one of a kind program

Our program positively influences sexual health by helping Deaf, DeafBlind, DeafDisabled, Hard of Hearing and Late-Deafened clients feel comfortable with their bodies, confident in their knowledge, and powerful in their decision-making abilities. It should not be a luxury to be able to understand one’s sexual health.

“There’s no barriers.”
- client feedback

MEDICAL ADVOCACY

The DDBHH Education Team supports clients as advocates in their medical appointments.

3 ASL classes/week

We taught 116 one-on-one sessions in 2019.

Community Support GROUPS

We initiated two new support groups in 2019:

1. Deaf Queer Parents
2. Deaf Trans, Gender Non-Conforming and Non-Binary folks.

54% of Family Tree staff know some sign language.

Family Tree offers classes for staff to learn American Sign Language (ASL). These classes give hearing staff the ability to communicate better with everyone who signs ASL!
Dear Student,

Thank you for showing up and sharing space with me. I reflect on your questions about birth control and I smile. Your curiosity about how things work and drive to protect yourself and your community is one of the reasons I do this work. When I walked into the classroom, filled with anticipation I said a small prayer that I would do a good job by honoring your experiences. You have been vulnerable and shared countless stories; your bravery is amazing. I hope you know I hold your experiences like a Faberge egg- for they are precious, beautiful, delicate, a gift. Your pain, joy, fears, and triumphs are seen and exalted.

When you stayed after the bell rang to ask one more question, disclose pain, and come out, I hope you felt seen and held. You are a beautiful fire that will continue to shine and grow. When we discussed consent and your posture changed and the light in your eyes dimmed, know that I saw you. When everyone practiced putting a condom on a penis model and you beamed with the delight of learning a new skill, know that I saw you. When we talked about sexual orientation and gender identity and you clutched your Pride pin and soaked in every word, know that I saw you.

Your fierce determination to create safe and welcoming environments makes me hopeful for this world. Thank you for showing me your inner strength and passion for humanity.

Our encounter may have been brief, but I hope you will remember that you are magnificent and deserve respect, pleasure, and that your feelings are valid and true.

— Your sex-ed teacher

“Your fierce determination to create safe and welcoming environments makes me hopeful for this world.”
Dear Student,

You were dreading this at first. A guest speaker on puberty? Talking about body changes, wet dreams, periods, & where babies come from? I could tell you wanted to bolt for the nurse’s office just to get out of class. But I’m so glad you stayed! During the last hour, I saw your demeanor shift from nervous apprehension to giggly energy to focused intrigue to relieved confidence.

You realized that you know some things about puberty already. You learned that there’s no wrong way to have a body & that there’s no wrong way to go through puberty. You learned that the changes you’ve already seen in yourself are totally normal. And you went from feeling weird about your body to feeling kinda proud, or at least reassured. You asked some great questions when we were talking about pregnancy. And when you came up to me after class & told me that your two moms brought you into this world with the help of a doctor, I saw the spark in your eye & heard the confidence in your voice. I’m so glad you felt comfortable enough to share that with me.

And as the next class came walking in, I heard you say, “Don’t worry guys, it wasn’t that bad. Kinda fun actually! Very casual.” Your word choice made me laugh, but you reminded me that this is why I do this work. If I can help even one young person feel more at ease in their body, more comfortable asking questions, or more proud of their family & their own story, then I will have succeeded. Keep your head up, & know that you deserve to move through this world feeling safe, healthy, & loved.

— Your sex-ed teacher

“If I can help even one young person feel more at ease in their body, more comfortable asking questions, or more proud of their family & their own story, then I will have succeeded.”
With your support, Family Tree Clinic works with LGBTQ youth to provide healthy sexuality education that is dynamic, fun, and comprehensive.

One Heartland creates camp experiences for youth that face social isolation, intolerance, or serious health challenges. In this welcoming environment children, youth, and young adults can be celebrated for who they are.

Family Tree has been a collaborator with One Heartland since the inception of Camp True Colors, a camp for LGBTQ+ young people. At Camp True Colors campers enjoy traditional summer camp activities with plenty of opportunities to build community with others with similar experiences.

At camp, sex education happens around a campfire and youth have the opportunity to learn about puberty, safer sex, consent, and more. Family Tree Educators lead discussions and campers are able to ask questions in a safe, nonjudgmental environment that affirms their identities.
Community Engagement

In February of 2019, Family Tree Clinic’s community engagement department transformed clinic walls and spaces with an art show dedicated to the work of Black artists from Minnesota – The Melenation of Art.

Thanks to support from the Minnesota State Arts Board, Family Tree’s walls showed the work of multidisciplinary Black artists.

At the opening party, participants were invited to make their own art, exploring the question, “Where does your healing come from?”

Family Tree continues to use the clinic as a space to engage, connect, and heal through art.

This year our community engagement team promoted sexual health and addressed HIV stigma in the Black community through a series of appearances on local radio stations.

On community radio station, KFAI for example, Director of Engagement Jacki Trelawny played songs dedicated to self-love. “We’re here normalizing sexual health. Everybody has a body and everybody gets to make the decisions about how to best live within that body,” Jacki commented between songs.

Fighting health disparities doesn’t need to be about hammering home dire facts. With sex positive messages and a flawless playlist, anyone could get inspired to know their status and take action to better their health.

**USING ART TO HEAL AND CONNECT**

**REACHING COMMUNITY OVER THE AIRWAVES**

Left: Art work by @got_lex_appeal  Top right: People enjoy food and company at the Melenation of Art show  
Bottom right: Remembering those who have passed from HIV on National Black HIV/AIDS Awareness Day
Clinic: Expanding Access

Family Tree Clinic employs multiple strategies to create greater health equity in hormone care in the Upper Midwest.

INCREASING CLINIC CAPACITY

Family Tree Clinic launched the Trans Hormone Care Program in 2015, and it is one of the only hormone programs in the state that uses an informed consent model and a sliding-fee payment scale.

Our level of LGBTQ cultural competency and affordability create an incredible demand for our services. The program has grown from 262 hormone care visits in 2015 to 2,723 visits in 2019 — an increase of 939%.

Despite our Hormone Care program increasing capacity every year, it continues to be outpaced by demand, which shows the critical need our community has for this care.

Family Tree continues to increase program capacity and access to health care for our trans and gender-expansive patients.

INCREASING 93% INCREASE

TRAINING NEW PROVIDERS

Family Tree collaborates with the University of Minnesota on two programs that increase the LGBTQ health care competency of future providers. These partnerships are an investment in expanding access to LGBTQ competent care.

Medical students in the LGBT Health elective course follow Family Tree providers over a semester learning what it means to provide culturally competent services for LGBTQ communities. This course is one of only two such electives in the country.

Nursing students in the Nurse-Midwifery Program shadow Jen Demma, our Clinical Practice Director who is also a Certified Nurse Midwife.

“My midwifery students look forward to incorporating gender-affirming care into their practice as midwives.”

- Melissa Avery, specialty coordinator for the University’s Nurse-Midwifery Program.
Family Tree Clinic draws patients from a 7-state region in the Upper Midwest and Canada.

From Winnipeg to Willmar, Chicago to Cedar Rapids, patients travel long distances to receive care at Family Tree Clinic. Each dot on the map represents a place patients travel from to get care at Family Tree.

“I feel safe here.”

— our most common patient feedback

COLLABORATING WITH PARTNERS

Even though patients travel from all over the Upper Midwest to obtain services at Family Tree, it is more ideal for people to access the services they need in their own communities, reducing the stress and expense of travel.

In 2019, we partnered with We Health in Duluth and Harbor Health in Fargo, ND. We Health launched their own sliding fee hormone care clinic based on Family Tree’s model of care, and Harbor Health has worked with us to expand their services to meet the growing demand in the Fargo-Moorhead area. Access to health care is a human right, and we are proud to work with providers across the region to increase opportunities for patients to get competent care closer to home.

Some patients drive over 7 hours each way to get care at Family Tree.
Inspired? Become a Board Member!

SEEKING COMMUNITY MEMBERS

2019 was a year of growth for our board of directors. With an express commitment to represent the communities we serve and strive to serve, the Family Tree board undertook a significant board assessment in 2019 which evaluated and engaged board members to provide feedback on their experience, their skills, the board culture — including inclusion and accessibility — and recruitment priorities.

This assessment informed the board’s strategic recruitment priorities and areas for growth and skill-building. Family Tree's board of directors believe and understand that to govern effectively, authentically, and intelligently, they need to be connected to the mission and vision of the organization directly and to the communities and people the organization is centered around.

We foster a board culture that celebrates different experiences, ways of thinking, perspectives, identities, and thoughts. It means fostering a board culture that contends with white supremacy in nonprofits. And it means taking an intersectional approach to board recruitment including prioritizing lived experience of BIPOC and trans folks and the skills needed to move Family Tree forward.

BOARD RESPONSIBILITIES:

The Family Tree Board exists to provide governance to Family Tree Clinic including defining its mission and providing overall leadership and strategic direction. Family Tree’s board is an engaged, strategic, inclusive, and justice-oriented group of people committed to Family Tree’s mission to cultivate a healthy community through comprehensive sexual health care and education. The board meets every other month for two hours, and utilizes several committees made up of board members and other community volunteers. Board members are asked to make a meaningful financial contribution to the organization and champion Family Tree among their networks and communities to grow the visibility, enthusiasm, and support of Family Tree’s work.
Family Tree Clinic has the highest standards of financial transparency, integrity, and accountability. We value your trust and take your investment seriously. If you would like a copy of our audited financial statements or additional information of any kind, please contact our Finance Director, Deborah Angelucci, at 651-272-3551 or dangelucci@familytreeclinic.org.

*Family Tree Clinic is in the midst of a capital campaign, including investment of the gain on the sale of our building. The total support and revenue from 2019 is reflective of this effort. We continue to operate out of our location at 1619 Dayton Avenue, renting space until we open a new facility in the Fall of 2021. There will be no interruption to care or services. Please contact Alissa Light, Executive Director, with questions at alight@familytreeclinic.org.