



# ANNUAL REPORT 2020

## LETTER FROM THE EXECUTIVE DIRECTOR

### DEAR COMMUNITY,

I have a little reflection exercise that I do every morning when I arrive at the clinic. It's taped on the wall in front of my desk, and it comes from Rockwood Leadership Institute's Rallying the Spirit by Lucia Castañeda Kimble and Joi Foley. I've been doing it daily since 2017.

It goes like this:

What are 1-3 things I want to let go of to stay resilient? What unique gift or contribution do I bring to the spaces I impact and the work ahead of me?

The answers change, sometimes I just stare at the pieces of paper with these words on them. Other times I have an immediate response. Sometimes it's just the practice of saying these questions aloud in my head, and remembering I've had answers to them before and will again.

In what has been, is, and will continue to be a profoundly hard, painful, disrupted and emerging time, I want you to know that we here at Family Tree Clinic are so grateful for the unique gifts and contributions you bring to the spaces you impact and the work ahead. I want you to know that we are also here delivering on the unique contributions and impacts that Family Tree specifically brings to the work, just as we did yesterday, and will do tomorrow.

As you read this annual report, I hope you can feel and know that your connection to Family Tree is so impactful, so important, and so needed. You make this possible.

**Thank you for being our community.**

With love and light,

— Alissa



## OUR MISSION

Family Tree's mission is to cultivate healthy community through comprehensive sexual health care and education.



## OUR VISION

Our vision is to eliminate health disparities through innovative, personalized sexual health care and education for diverse needs.

**We believe in people-centered holistic sexual and reproductive health care and education.**

## WHAT WE DO

### MEDICAL SERVICES

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

### HEALTH EDUCATION

We help people from young students through older adults feel comfortable with their bodies, and powerful in their decision-making abilities.

### DEAF, DEAFBLIND, AND HARD OF HEARING SERVICES

We are the only clinic in the state providing uniquely tailored sexual health and education services to the Deaf, DeafBlind and Hard of Hearing communities.

### MN FAMILY PLANNING + STD HOTLINE

The hotline serves the entire state of Minnesota, providing reliable, medically accurate, confidential information via text, phone or web chat.

### COMMUNITY ENGAGEMENT

We address health disparities through programming that listens to community members and develops actions to build equity in health care at Family Tree and beyond.

### LGBTQ HEALTH

We improve the health of lesbian, gay, bisexual, trans and queer individuals through excellent sexual health care and education, and by training other providers to increase LGBTQ competency.

### PARTNERSHIPS

Family Tree collaborates with other nonprofits, health care systems, communities and individuals, joining together to create the future we all deserve.

# CORE VALUE STATEMENTS

## COMMITMENT TO FURTHERING SOCIAL AND REPRODUCTIVE JUSTICE

We strive for and demonstrate a conscious awareness of cultural markers and lenses related (but not limited) to race, ethnicity, country of origin, religion, family narrative, gender identity, immigration status, gender presentation and expression, sexual orientation and expression, mental and physical ability, size, class, age and sex positivity; we center justice lenses in our daily work and long-term goals.

## MISSION-FOCUSED

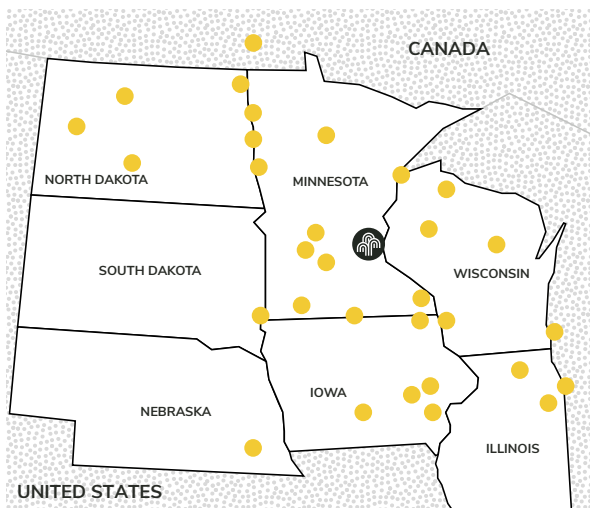
We convey passion for our mission with an understanding that our work evolves over time and that there are many ways we accomplish our collective goals; our workplace environment and culture reflect our mission.

## COLLABORATIVE AND ACCOUNTABLE

We are mindful of our differences and strive for self-awareness, accountability to colleagues, patients, clients and community members and value acknowledging our mistakes with a commitment to learn from them.

## DIRECT AND RESPECTFUL

We are honest, candid and straight-forward in a way that acknowledges the power of our words and actions, assuming the best intentions when engaged in difficult conversations where we demonstrate respect for each other, uphold workplace standards and Family Tree's mission in all our interactions.



## GEOGRAPHIC REACH

Over the last three years Family Tree Clinic has drawn patients from a seven-state upper midwest region and Canada. Each dot on the map represents a place patients have traveled from to get care.

Family Tree trains and consults with providers across the region, increasing opportunities for patients to get care closer to home.

# 2020 CLINIC STATISTICS

In 2020 Family Tree Clinic served 2,017 patients through 4,681 visits.

30% of those people were first-time patients.

## DEMOGRAPHICS ABOUT OUR 2020 PATIENTS

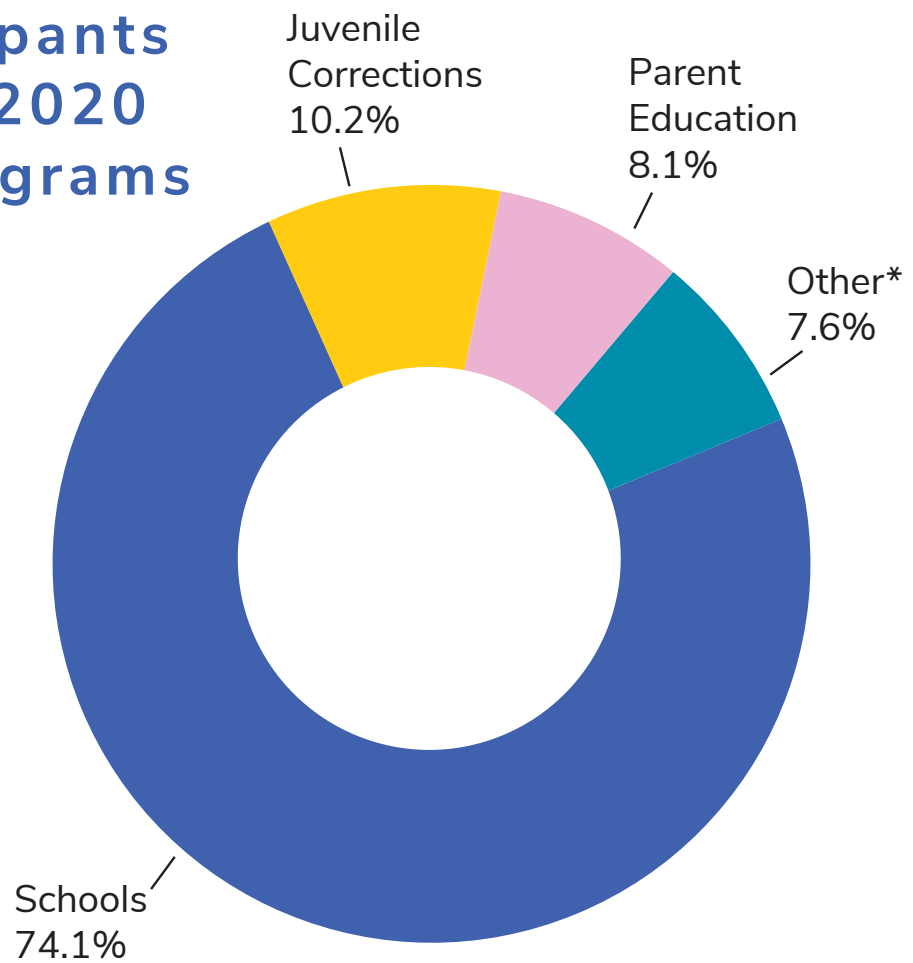
- 92% were under the age of 36
- 42% reported they are transgender, gender non-conforming, non-binary, genderqueer, or agender
- 60% reported themselves to be LGBTQ, when gender is combined with sexual orientation
- 37% reported being BIPOC, including Latinx
- 59% reside in Minneapolis or Saint Paul, 32% from the surrounding seven-county suburbs, and the remaining 9% from outside the metro area
- 44% lived at or below the federal poverty level
- 36% were uninsured and another 23% were using Medicaid or MNCare

# 2020 HEALTH EDUCATION STATISTICS

In 2020 Family Tree Health Education delivered 380 presentations to 5,191 individuals.

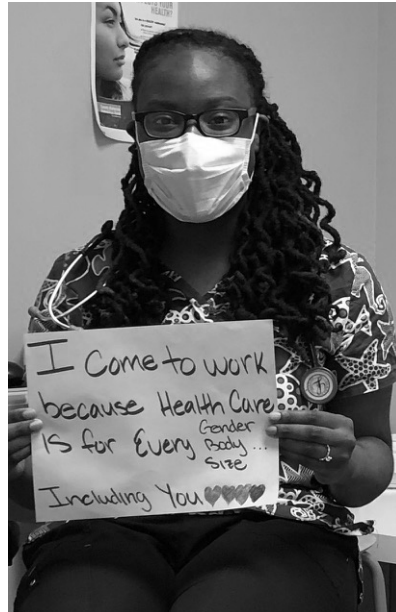
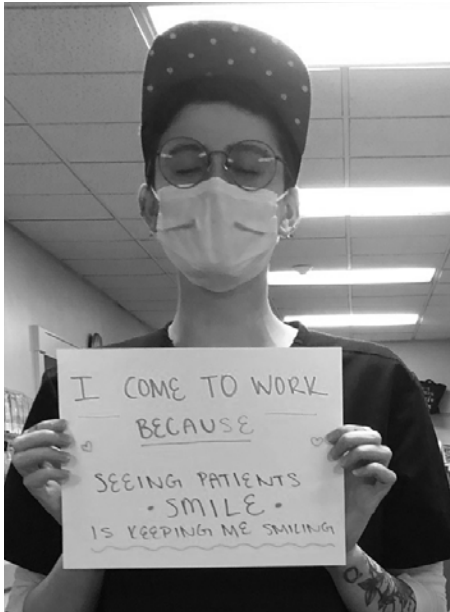
65% of participants identified as Black, Indigenous, or People of Color including Latinx.

## Where participants accessed our 2020 Education programs



\* Including mental and chemical health programs, adult corrections, professional development, and more.

# COVID-19 RESPONSE



Family Tree Clinic stayed open during 2020, ensuring access to vital sexual and reproductive services. We also added telehealth as an option in 2020 which increased health care access and reduced potential community spread, keeping clinic workers and patients safer.

Other programs quickly adapted their work to be done virtually, including our Health Education and Deaf, DeafBlind, and Hard of Hearing departments. These programs provided sexuality and healthy relationships education and services to individuals and groups, changing their model of service to meet the need for online programming.

In a year when many in-person events were canceled, Family Tree's Community Engagement Department and the MN Family Planning & STD Hotline collaborated to come up with new solutions, including mailing supplies to people in need, and reaching out to community partners to get supplies to unhoused folks living in encampments, sex workers, and people accessing services at other organizations, ultimately distributing more than 1,650 safer sex kits.

## ADDITIONAL 2020 UPDATES

Family Tree Clinic held listening sessions for intersectional Black communities in the Twin Cities. These listening sessions are rooted in the knowledge that complex and historical systems of oppression are the main barriers for accessing health care by socially marginalized communities. By listening and understanding the experiences of our communities we can clear pathways for people to access health care.

The Deaf, DeafBlind and Hard of Hearing program became its own department at Family Tree in 2020. Moving the department from its previous home as a section of Health Education is a powerful acknowledgement that the department has functions beyond education, including community engagement and health care advocacy and services.

After George Floyd's murder by the Minneapolis police and the uprising that followed, Family Tree responded in multiple ways, including by increasing the frequency of its staff racial identity caucuses, collecting and distributing supplies to street medics, providing rest days for staff, donating to nonprofits that are working to dismantle systemic racism, and more. The necessary work of challenging white supremacy culture continued throughout 2020.

Family Tree made great strides in its capital campaign to build a new facility in Minneapolis, raising over \$1M towards the \$8M goal. The new clinic and education center is on track to open in late 2021.



## FAMILY TREE CLINIC EMPLOYEES

The following individuals were on the staff at Family Tree Clinic at some point during 2020.

Jordyn Adeboye  
Jaffa Aharonov  
John Anderson  
Deborah Angelucci  
Ryder Aster  
Lisa Bergman  
Tatum Bishop  
Dawn Brintnell  
Wen Brovold  
Kate Burgardt  
Nita Chai  
Mikki Coleman  
Nathalie Crowley  
Jennifer Demma  
Debra deNoyelles  
Corey Disher  
Sara Emahiser  
Heath Focken  
Kadie Fredell

Bethany Gehman  
Callum Goulet  
Lindsey Hoskins  
Ernie Hsu  
Karissa James-DeWolfe  
Max Johnson  
Brandon Jones  
Maria Kaefer  
Jenny Kluznik  
Nyssa Krause  
Andy Kuhlmann  
Alice Lanning  
Sarah Lentz  
Kelsey Leonardsmith  
Alissa Light  
Ariel Mendoza-Decordova  
Nadia Mohamed  
Ayah Mohammed  
Margaret Montgomery

Clive North  
Alison Nowak  
Clare Odegard  
Kase Persing  
Sawyer Plotz  
Katie Robinson  
Marcela Sanchez  
Eli Scriver  
Corenia Smith  
Jae Spells  
Hadija Steen Mills  
Jacki Trelawny  
Alex Villarraga Delgado  
Colin Whitmore  
Phyllis Wiener  
El Wilde  
Liesl Wolf  
Nyanna Wright  
Shannon Zhou



## FAMILY TREE CLINIC BOARD OF DIRECTORS

The following individuals were on the board at Family Tree Clinic at some point during 2020.

Michael Anderson  
*Treasurer*  
Lucas Beck  
Paul Bock  
Beverly Bushyhead  
Adrienne Dorn  
*Member at Large*  
Jaemi Hagen  
Laureen Tews Harbert  
Abigail Henderson

Jason Jackson  
Riley Karbon  
Allison McVay-Steer  
Koa Mirai  
*Vice President*  
Erin Morgan  
Willow Nicholson  
Sally Nixon  
*President*

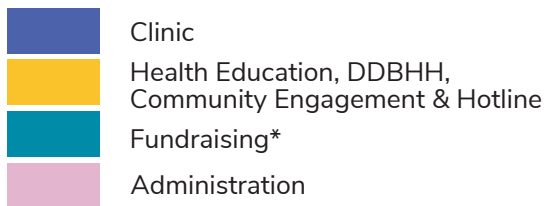
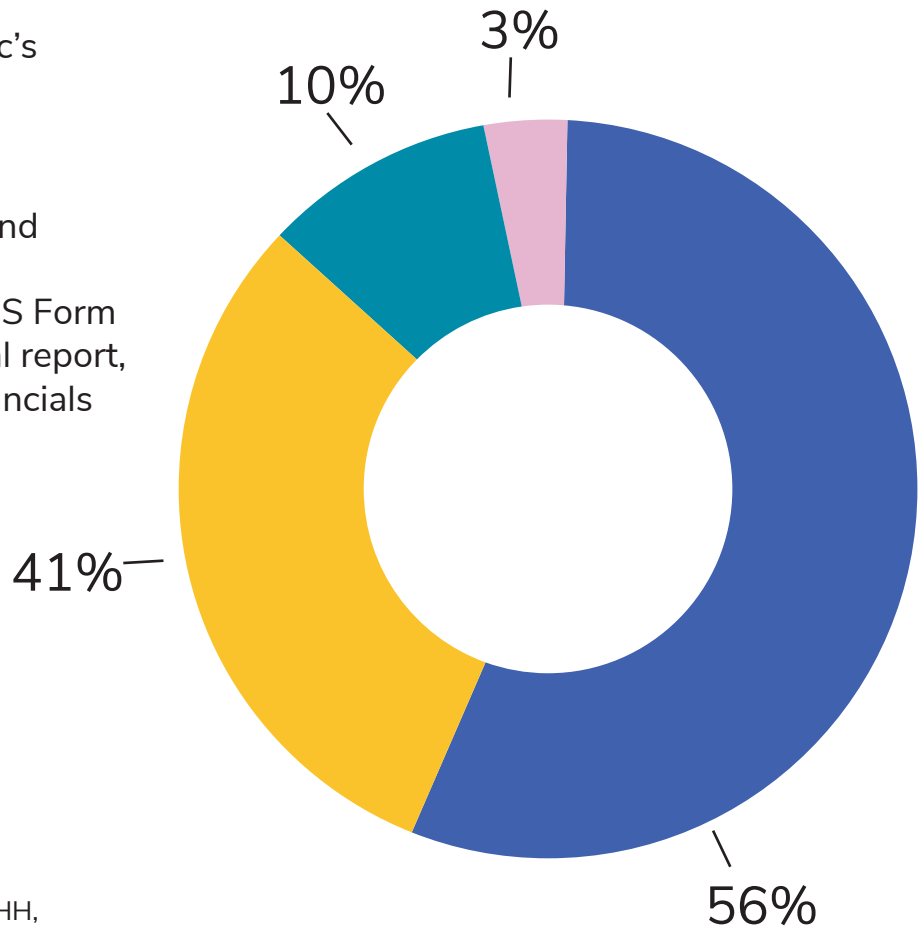
Christine Reisdorf  
*Secretary*  
Emmett Robertson  
Erin Kate Ryan  
Becky Smith  
*Past President*



# 2020 EXPENSES BY AREA

In 2020 Family Tree Clinic's operational expenses totaled \$3,016,816.

We value transparency and invite you to read our full audited [financials](#), and IRS Form 990 in our 2020 Financial report, also available on the Financials page of our website.



\*Family Tree Clinic incurred higher than usual fundraising expenses in 2020 due to the capital campaign for the new clinic being constructed in 2021.

**Family Tree Clinic**  
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