

THRIVE SS, Inc.

Quality First, Then Growth!



2020 Annual Report

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About us

Transforming HIV Resentment Into Victories Everlasting Support Services (THRIVE SS) is a 501c3 nonprofit organization. THRIVE was founded by three Black gay men who are living with HIV, in 2015, to create a safe space and sense of belonging for other Black gay men who are living with HIV in the Southern United States.

Mission

To achieve health equity for Black Gay Men through direct support, advocacy, and building collective community power.

*In 2020, we expanded our mission to include all Black gay men!

Vision

To end death, stigma, and shame for Black gay men living with HIV.

Values

- We Operate With Quality First... Then Growth
- We Serve With Compassionate Care
- We Conduct Ourselves With Transparency
- We Believe In Truth Seeking
- THRIVE Is A We Movement
- We Lead With Integrity
- We Build Trust
- We Foster Innovation



2020 Budget

\$1,111,773.00

Projected

\$1,107,474.22

Final

REVENUE

Board:	\$5,575.00
Sponsorship:	\$11,500.00
Donations:	\$45,356.47
AIDS Walk:	\$54,062.22
Foundation:	\$255,075.00
Pharma:	\$505,500.00
Partnership:	\$104,596.22

TOP FUNDERS

Pharma:	\$505,500.00
Foundations:	\$255,075.00
Partnerships:	\$104,596.22
AIDSWALK:	\$54,062.22

NEW FUNDERS

University of California San Francisco





Board of Directors

Quality First, Then Growth!



Throughout 2020, THRIVE maintained 8 board members.



Ernest Walker

Chair

Ernest Walker is the Director of the SoCal Club, Los Angeles for Men's Health Foundation.

Ernest holds a Bachelor of Science in Civil Engineering from University of Washington and a Master of Public Health from Catholic University. Ernest has over a decade of accomplishments addressing the health and social needs of people impacted by HIV/AIDS.

Primarily, Mr. Lamont White serves as a Public Health Analyst in the Office of Health Equity, Office of the Director, Division of HIV/AIDS Prevention, at the Centers for Disease Control and Prevention in Atlanta, Georgia. Mr. White is responsible for coordinating and monitoring the Division's activities related to reducing health inequities among men who have sex with men.



Lamont White

Vice-Chair

Board of Directors

Quality First, Then Growth!



Neena Smith-Bankhead

Secretary

For more than 28 years, Neena has served in numerous roles in public health, ranging from direct services to research to her current role providing capacity building services and grant-making. Neena has served on the Board of Directors for 3 local Atlanta-based non-profit organizations, and currently works at the Rollins School of Public Health at Emory University and serves on the advisory board and as a part-time instructor in the Healthcare Management Program at Clayton State University.

Carlos Rivera brings more than 20 years of external and internal audit experience to his role on the Board of Directors. Carlos is currently an AVP for Synchrony, an international credit card processing company, and performs SOX 404 Testing to ensure controls surrounding financial reporting are effectively working. Carlos is a CPA, earned a B.S. in B.A. with an Accounting concentration from the University of South Carolina-Aiken, and earned a Master of Science in Accounting from the University of Virginia.



Carlos Rivera

Treasurer



Jerome Hoskins

Former Chair of the Board of Directors for THRIVE SS from 2016 - 2019, Jerome began his tenure in the public health and human services ecosystems by providing mentoring, leadership development, curriculum development, program delivery, and peer support to over 900 members of the THRIVE SS network in the metro Atlanta area. Additionally, a master trainer, Jerome has facilitated several training programs to edify the network.

Board of Directors

Quality First, Then Growth!

Nathan Townsend is a singer, songwriter, motivational speaker, creative director, and social advocate based in Fulton County, Georgia. He has been involved with HIV advocacy since 2005 and works with THRIVE SS to support people living with HIV. He proudly uses art and music to tell his story and combat the stigma people living with HIV experience.



**Nathan
Townsend**



**Jon Gabriel
Ortiz**

Jon Gabriel Ortiz is a New York native that has been living in Atlanta since 2004. Jon began his involvement in HIV work in 1988 after his mother passed away of AIDS-related complications. Jon, himself, has been living with HIV since 2000. In 2012, Jon earned a degree in fine arts concentrating on Graphic Design which he uses to support various HIV initiatives in ATL. Jon Gabriel currently divides his time building JGO Graphix and working closely with THRIVE SS and Impulse Group Atlanta.

Born in Kingston Jamaica to English parents; Damion S Evans is an American-trained attorney and businessman. An avid traveler, Damion is committed to the eradication of the HIV epidemic across the globe. A father of one, Damion believes that “together everyone achieves more helping other people endure.”



**Damion
Evans**

Executive Leadership

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Larry Walker
Executive Director

Larry Walker, a Baltimore native, is an author, poet, and proud black gay man living with HIV. Larry's passion for community would land him working at various community-based and AIDS service organizations (ASO) before cofounding Transforming HIV Resentments into Victories Everlasting Support Services (THRIVE SS Inc) in 2015.

Larry often states, "there is no pill to rebuild will" meaning that no biomedical intervention can reverse the damage done by stigma and hate and it is the community's responsibility to love, heal and fortify itself.

Dwain Bridges Jr, is a Detroit native, business owner, real estate agent, and Co-founder of THRIVE SS Inc. Dwain developed a passion for helping people at a young age and vowed to utilize his skills to save his community. In 2007 he obtained an Associate's Degree in Human Services, his Bachelor's Degree in Healthcare Administration in 2011, and his License to practice Real Estate shortly after. In 2015, Dwain happily received his Master's Degree in Business Administration.



Dwain Bridges
Director of Operations
& Finance



Executive Staff

Quality First, Then Growth!

Malcolm Reid is the founder/Program Manager of the Silver Lining Project and co-author of the Silver Skills Curriculum. He is also the co-founder and co-director of PASAN, the Political and Social Action Network. Malcolm represents THRIVE SS on the USPLHIV Caucus Steering Committee, where he is co-chair of the Federal Policy sub-committee. He also represents County district 2 on the Fulton County HIV/AIDS Care Prevention and Policy Advisory Committee. In this role he also represents THRIVE Support Services on the SAGE's HIV and Aging Policy Action Committee.



Malcolm Reid

Program Manager



Lorenzo Lewis

Program Manager

Lorenzo Lewis is a Jamaica native and former NYC resident. Service is not new to Lorenzo. While serving as a Marine Corps Sergeant, he came to understand that his purpose is to help people and has since internalized it as a source of motivation that themes his every day.

Using his passion and continuing education in psychology and sociology, Lorenzo aims to heal with words tailored to increase self-acceptance, communal love, forgiveness and all aspects that frees one to live the most fulfilling life they're able to.

Treylin Cooper is a small-town southern gentleman from Chattanooga TN. HIV care and concern fieldwork became a passion of his once he was able to accept his status and begin to actively and intentionally choose to live. Treylin attended college at Austin Peay State University, where he received a bachelor's degree in Social Work. He later moved to GA where he was enrolled in the MSW program at Clark Atlanta University.



Treylin Cooper

Program Manager



Staff

Quality First, Then Growth!

William Christopher Berry is a native of Sparta, Ga. William's motto in life is "Meeting people where they are while providing service with a smile." Upon graduating from the Fort Valley State University with a Bachelor of Arts in Music Education with a minor and Business Administration, William decided to take a detour in his journey and venture into public health.



William C. Berry

Linkage Coordinator



Claude Bowen

Group Facilitator

"An innovative and cutting-edge spiritual leader" Reverend Elder Claude E. Bowen is a native of Memphis, Tennessee. His credits his deep roots of Liberation Theology and extensive involvement in Social Justice to the many "parents" that nurtured and promoted his undying quest for a spiritual renaissance. Claude holds a Bachelor of Psychology (focus on Human Behavior Analysis) and a Masters of Divinity.

Darryl DC Branch is a Project Coordinator for the Silver Lining Project. Darryl Branch has been living with HIV since 2004 and has been undetectable for fifteen years. His motto is: Treat others as you would like to be treated! He now wants to make sure that all men living with HIV fifty years and older are in care and are not suffering from or in isolation. Two years ago, he decided to do a photoshoot for men living with HIV that are fifty years or older. After that, he participated in BLOC training.



Darryl Branch

Project Coordinator

Staff

Quality First, Then Growth!



**Michael
Morris**

Project Coordinator

As an adolescent, Michael moved to northern California and eventually worked to establish his high school's first Gay Student Union. Michael moved to Atlanta, GA in 2005 and served with AmeriCorps Hands on Atlanta program in 2007. Since his reintroduction to the non-profit sector, Michael found out he is a person living with HIV. This diagnosis became a catalyst to serve the community of people in need wherever that need may be. Michael's educational background is in Information Technology, while his experience is in customer care and client services. It is with these attributes that Michael selflessly serves the community in effort to bring an end to the epidemic.

Joe Robinson, a native of NYC, is one of the Project Coordinators with THRIVE Support Services' Silver Lining Project. He has actively been involved with HIV advocacy and policy for over 18 years. He has an Associates of Science in Business Administration.



Joe Robinson
Project Coordinator



Jamie Shank
Learning Collaborative
Program Coordinator

Jamie Shank, MPH is the Learning Collaborative Coordinator for the SPNS funded Capacity Building project in Atlanta. She is an experienced public health expert focused on LGBT health and HIV. Jamie's expertise is applied to the intersection of HIV care and social determinants of health (e.g., housing, employment, intimate partner violence) as well as implementing quality improvement methodologies to effect meaningful change. She has a decade of public health experience, with more than 5 years specializing in HIV.



Staff

Quality First, Then Growth!

Ja'Mel Ashely Ware is a 32-year-old actor, entrepreneur, and activist of trans experience. Ware focuses on empowering and healing others through provocative thought and laughter. His calm-rational approach allows him to connect and engage with diverse communities to transform their joy and pain into tangible resources for their communities. Ware's values continued to resonate through his academic journey at the University of Wisconsin – Madison. He relentlessly pursued a degree in Social Work.



Ja'Mel Ware

Program Coordinator

67%
INCREASE



We went from a staff of 8 to 12 between January and December of 2020

Programs Overview

Quality First, Then Growth!



Indigenous Programming

THRIVE's indigenously designed programs borrow from a mixture of CDC EBI best practices in tandem with lessons and insights gleaned from our own lived experiences as Black Same Gender Loving men living with HIV. Our programs improve the quality of life of Black SGL men living with HIV through health forums, educational brunches, leadership and advocacy training, and ceremonies to celebrate the resilience of Black SGL Men living with HIV.

It is within these safe-spaces that life-long bonds are formed, adherence is reinforced, medical innovations are shared, and many of the divides that exist in the Black SGL community are mended.



Black SGL men of all ages, expressions, backgrounds, and religious beliefs living with HIV surviving in the same space, committed to offering unbiased support, committed to exchanging information, and committed to healing.



R3

Quality First, Then Growth!

Re-Engage, Retain, Reduce



**Empowers
Enlists
Emboldens**

- Begins & ends with the person living with HIV
- Centers:
 - Love
 - Friendship
 - CHOICE –
- 100% Virtual
- Connects PLWH to a host of other virtual support services

Services Offered:

- Linkage to Medical Care
- Support Network – Same Gender Loving Men
- Support Network – Transgender Community
- Support Network – Black Women LWH
- Food Assistance
- Rideshare
- COVID-19 Relief Resources
- PrEP/PEP
- Behavior Health (Counseling, Therapy, Group)
- Clothing

• Last Year 381 individuals in need were linked to various medical and support services through THRIVE SS.

- 148 linked to Medical Care
- 50 Linked to Support Networks
- 73 Linked to Transportation Assistance
- 87 Linked to Mental Health Services
- 75 Linked to Housing Opportunities

93%
RETENTION*
*Self Reported Within Network

SLP

Quality First, Then Growth!

For Black gay men living with HIV
over the age of 50

83
MEMBERS

The
Silver Lining
project



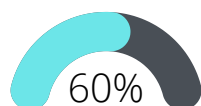
The mission of The Silver Lining Project is to create and maintain a safe space, both virtual and physical, where Mature African American men living with HIV can share, discuss and advocate for issues impacting our community. We host meetings to present information, engage in community outreach, and host social events designed to enhance the lives of our members.

*Nathan Townsend and Claude Bowen presented the Silver Skills Curriculum at the NAESM Conference in January 2020

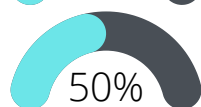
*Malcolm Reid facilitated an HIV and Aging virtual session at AIDS Watch 2020

4 Silver Skills cohorts with **15** participants in **2020**

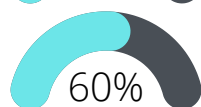
Improvements documented
Pre-Engagement to Post Engagement



in Mental Health Assessment



in Social Support and Belonging



in feelings and perceptions of HIV Stigma

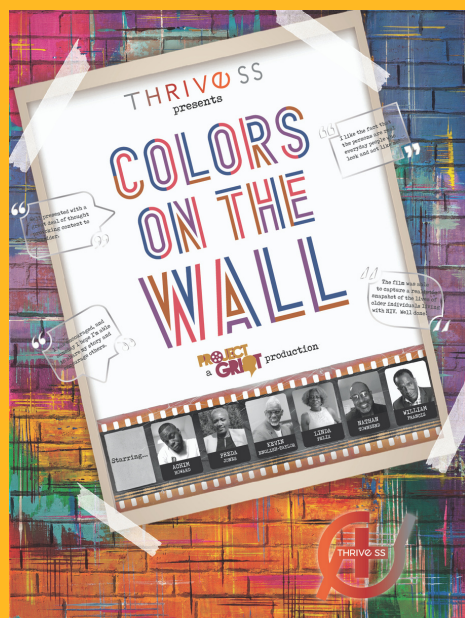


with abuse of alcohol and other substances

Project Griot

Quality First, Then Growth!

A "Griot" is an African storyteller entrusted with the history of the tribe to pass on to future generations. THRIVE SS saw this ancient tradition as a great way to combat stigma and show that living a healthy and full life with HIV, amongst cities in the south, is possible and their stories should be documented and shared authentically through film.



In this film, six African American people, from diverse sexual and gender identities, tell their stories of life between diagnoses and acceptance, on the road to THRIVING.

One cis-gender heterosexual man, one black man of trans experience, two cis-gender heterosexual black women, and two black gay men, provide insight not just about living with HIV, but how to THRIVE.

Pastor William Francis, Achim Jeremiah Howard, Linda Felix, Freda Jones, Kevin English-Taylor, and Nathan Townsend express their personal mission to help others living and Aging with HIV.

World AIDS Day 2020 Zoom Screening

Registered

Attended





Project Innovate

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3 Goals



Project Innovate

Sponsored/Funded by ViiV Healthcare

- 1) Nurture young leaders ages 18 to 29 in their response to HIV stigma, care and prevention by providing them with mentorship toward growing their skills and confidence.
- 2) Use youth-created and youth-focused initiatives to reduce stigma and increase access and awareness of HIV.
- 3) Encourage youth living with HIV to see themselves as part of the HIV response and the 2030 plan to get to zero new cases.

Table 1: Participant Changes in Knowledge and Skills

n = 5

Curriculum Topic	Before Training				After Training			
	Very Low	Fairly Low	Fairly High	Very High	Very Low	Fairly Low	Fairly High	Very High
Business 101	0	60%	40%	0	0	0	40%	60%
Goals and Objectives	20%	40%	20%	20%	0	0	60%	40%
Project Plans	40%	40%	0	20%	0	0	60%	40%
Budget and Financing	20%	40%	40%	0	0	0	80%	20%
Branding and Marketing	20%	60%	0	20%	0	0	60%	40%
Networking 101	20%	20%	20%	40%	0	0	80%	20%
Sponsorships	60%	20%	0	20%	0	0	60%	40%

1
COHORT
5
INNOVATORS
3
MENTORS



iTHRIVE Photo Campaigns

THRIVE's annual goal to shoot at least thirty photos for this campaign.

Within our Undetectables framework, we believe that the language we use is paramount to, not only, the ways in which HIV- related stigma is perpetuated, but more importantly in the way that it is reduced. Therefore, instead of the term "anti-stigma", which reinforces the ideologies we wish to dismantle, we use the term "Self-Love and Acceptance".

Self-Love and acceptance are the cornerstones of all our work because we refuse to accept the notion that we are, as people living with HIV are anything short of beautiful, valued, and important beings. This campaign liberates participants from internalized stigma while flipping the narrative that HIV is something to hide under a blanket of shame.



THRIVE TOASTMASTERS

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**MEETS
VIRTUALLY
EVERY
WEDNESDAY
@ 7PM**

Like many of our programs, THRIVE Toastmasters began with an idea from a member.

Our Toastmasters club teaches public speaking skills while developing club members into leaders. After a short time, the club has already reached President Distinguished status.



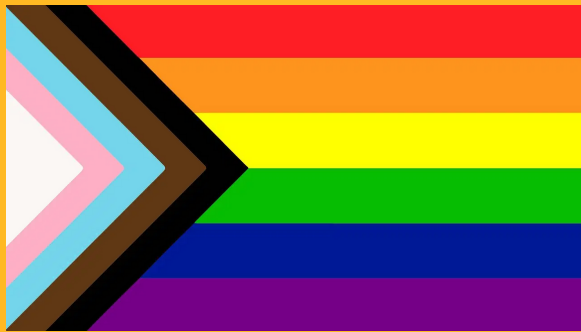
**22
MEMBERS**

Even in humble beginnings, Toastmaster members were able to achieve some great accomplishments in 2020 including:

- 1 Master over 5 Toastmaster Contests
- 1 District 44 Mentorship Committee Member
- 1 PATHWAYS Champion

THRIVE AMBASSADORS

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THRIVE Support Services Inc. centers MIPA (Meaningful Involvement of People Living with HIV). We're a collective of activists and service providers who all began the work of community power building and advocacy as volunteers. Volunteering our time in effort to end the epidemic and invest in the lives of BSGl Men is core in our philosophy as we build the world we deserve. The Ambassador Program encapsulates this entirely.

20
AMBASSADORS

7
COMMITTEES

Culture and Engagement Committee
Hospitality and Membership Committee
Events Committee
Community Affairs Committee
Public Relations & Marketing Committee
Building Committee
Volunteer Committee

Incubated Agencies

Quality First, Then Growth!



THRIVE SS Inc. is pleased to have served as the fiscal sponsor for three blossoming and amazing up-and-coming agencies in 2020.

LOTUS - Loving Ourselves Through Unity & Strength

Mission: To change the way the world views women that are surviving, thriving, and living well after being diagnosed with HIV.

Executive Director: Freda Jones



POZ2POS - Pozitive2Positive

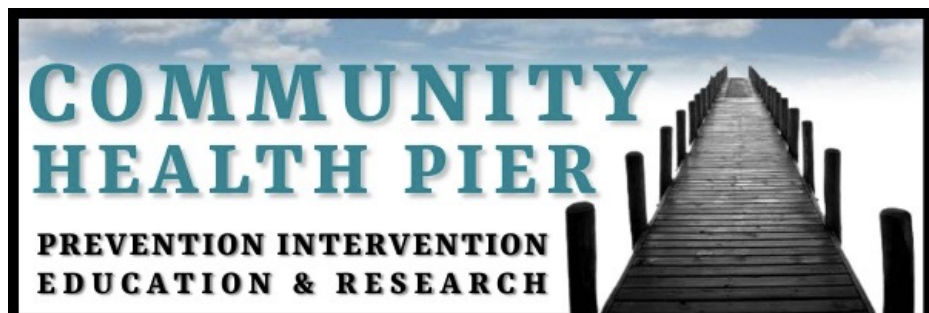
Mission: To “Present positive outcomes to all communities” by being educated on PrEP, PEP, and ARVs.

Executive Director & Possibility Model: Morris Singletary

CH PIER - Community Health Pier

Mission: to create a platform for rural communities to decrease the vicious cycle of health disparities through education, intervention, and research.

Founder & Executive Director:
Cedric Sturdevant



2020 Annual Programmatic Reach



"Direct beneficiaries of THRIVE Support Services is anyone accessing support, linkage, education and self-love and HIV acceptance work. THRIVE provides trainings, linkage and support for both people living with and without HIV, thus we will consider all who receive services to be direct beneficiaries."

934 Beneficiaries

881 Identify as Black or African American

739 Identify as Gay or Same Gender Loving

762 Identify as Male

2020 Engagement Survey

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Our annual anonymous survey posed to network members to better inform the services and support we offer, obtain a clear breakdown of the populations we serve and their needs, as well as our current effectiveness.



93%

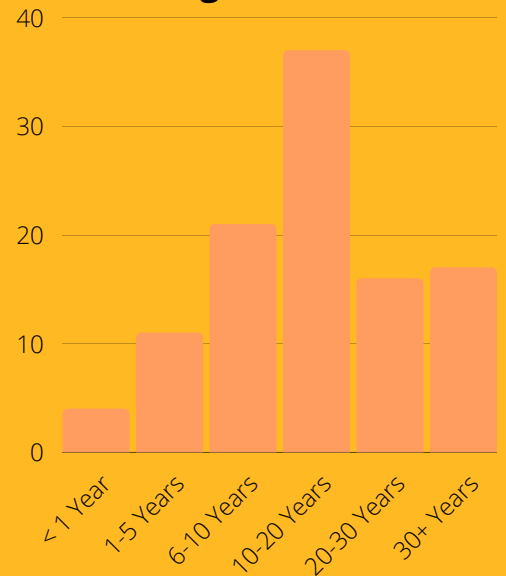
Retention In Care



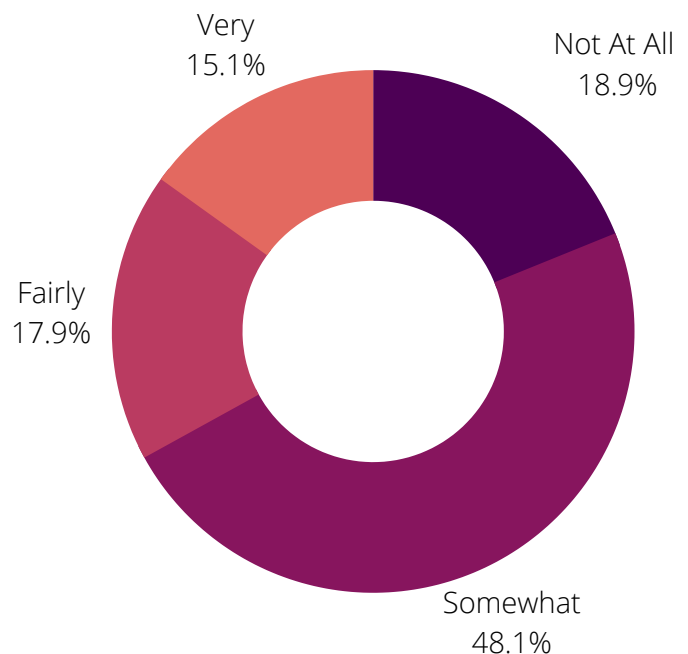
94%

Viral Suppression

How Long Have You Been Living With HIV?



How isolated have you felt since the emergence of COVID-19?



TRIALS - 2020 & COVID-19

Quality First, Then Growth!



Closed down due to COVID-19...but the rent is still due every month!

**CANCELLED
EVENTS**

Annual Pride Brunch
Annual UA Field Day
Annual UA Pool Party
Wine & Words
Word Therapy

Minimal Conference
Attendance



**WEBSITE
HACKED
&
DELETED**

900+ Online Support Network
Members were mysteriously
purged by a "Glitch"



Triumphs - Adapting to COVID-19

Quality First, Then Growth!

2020 allowed THRIVE SS the opportunity to grow and evolve.

\$6,195.49

IN FINANCIAL
ASSISTANCE PROVIDED
THROUGH OUR **THRIVE**
FUND AND OUR **COVID-
19 FUND**



Events & Engagements Virtualized

Headspace (Weekly)
SLP Happy Hour (Twice Weekly)
UA Toastmasters (Weekly)
OBA's Round Table (Weekly)
National OBA's Round Table (Monthly)
BHEI (Biweekly)
UA KWANZAA (Annually)



THRIVE SS

Partner Organizations

AbsoluteCare Medical Center

AHF

@Promise Youth Center

A.E.T.C.

AID Atlanta

ANIZ Inc.

Atlanta Police Dept.

Emory University Medical Center

Feed Thee Inc.

Fulton County Board of Health

He Is Valuable Inc.

Here's to Life Inc.

HOPE ATL

L.O.T.U.S Inc.

Midwest Food Bank

NAESM

Odyssey Family Counseling Center

Partners for Home

Positive Impact

Rutgers University

Someone Cares Inc.

Southside Medical Center

Ubuntu Inc.

MEDIA COVERAGE

Print/Written

- PEACH
- POZ
- Men's Health
- PLUS Magazine
- Polling Out

Video

- Nightline News
- CBS
- FOX
- Time.com

A background image showing various financial charts and reports. A magnifying glass is focused on the text 'REPORT CONTRIBUTORS'. The charts include bar graphs and line graphs with labels like 'Number of Employees by Year', 'NUMBER OF EMPLOYEES BY SALARY', 'Exhibit 27: LTRO Spanish banks', and 'Exhibit 28: Deposits down YTD'.

REPORT CONTRIBUTORS

Michael Morris - Virtual Expansion Manager

Larry Walker - Executive Director

Dwain Bridges - Director of Operations & Finance

Malcolm Reid - Director of Programs