



ABOUT US

From Stonewall, through the ongoing AIDS epidemic, to today, Callen-Lorde has been the global leader in LGBTQ+ healthcare and has shaped what high quality and comprehensive healthcare should look like for the communities we serve, regardless of ability to pay.

We are also continuously pioneering research, advocacy and education to drive positive change around the world, because we believe healthcare is a human right.

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A LETTER FROM OUR CHIEF EXECUTIVE OFFICER



Dear friends and supporters,

2025 was a challenging year for Callen-Lorde and the entire LGBTQ+ healthcare community. Since the year began, we've faced many threats to our patients, staff and organization that were impossible to ignore.

So Callen-Lorde did what we've done since the days of Stonewall: stood strong against the storm. Our priorities are firm and persistent, working tirelessly with partner organizations, safeguarding patients and staff and reaching new people with lifesaving, affirming care. Our persistence has paid off; as 2026 begins we are facing the challenges ahead from a position of strength.

To reflect this strength, we've expanded access to our care by opening same-day appointments at all clinics, growing our services in Brooklyn and making plans for a new and larger Bronx clinic to open this year. We had our supporters behind us making our relentless work possible.

The coming year will bring new challenges and test our strength. But I am committed to staying the course and moving forward together—for every patient, colleague and community member who needs us. We will not back down and we will not surrender.

But we couldn't champion this work without you—so as you read through our 2025 work and accomplishments, I hope you'll choose to stand with us once again. Your support matters now more than ever with the very lives of our patients on the line. Thank you for all you do.

In solidarity and gratitude,

A handwritten signature in blue ink, appearing to read 'P. McGovern'.

Patrick McGovern
Chief Executive Officer

A LETTER FROM OUR NEW CHIEF MEDICAL OFFICER



Dear friends and supporters,

At the dawn of this new chapter in my career, I've chosen to return to the city and to Callen-Lorde—in the role of Chief Medical Officer. Coming back isn't just a homecoming; it's a call to rise to the occasion at a moment when our community needs courage, clarity and conviction.

My connection to Callen-Lorde began in 1997, when I first walked into the clinics as a medical student on rotation. From the moment I stepped through the door, I felt something different, an atmosphere charged with acceptance, authenticity and a commitment to care for LGBTQ+ New Yorkers without barriers. That spirit shaped me. It taught me that medicine isn't just about expertise; it's about service, solidarity and standing up for people who have too often been overlooked.

Over the decades since, Callen-Lorde has shown me what it means to meet challenges head-on. I've witnessed a community transform adversity into action, and I've seen a safe space strengthened by science, resilience and unwavering purpose. When Callen-Lorde honored me at the 2025 Community Health Awards, it reminded me that our work is at its best when we meet the moment together.

Now, as I step into this role, I feel the urgency and the opportunity of the challenges ahead. I pledge to follow the science, to innovate boldly and to elevate Callen-Lorde's impact even further. Every challenge facing LGBTQ+ health is also a chance to lead, to evolve and to prove once again that our community rises, not in spite of difficulty, but because of it.

I'm excited to get to know you—our supporters, partners and champions. You are essential to sustaining Callen-Lorde's legacy and powering its future. Thank you for standing with us and standing up for LGBTQ+ healthcare as we embrace the work ahead.

In determination and excitement,

A handwritten signature in black ink, appearing to read "Demetre Daskalakis".

Dr. Demetre Daskalakis
Chief Medical Officer

A LETTER FROM OUR CHAIR OF THE BOARD



Dear friends and supporters,

Callen-Lorde's work in 2025 is a testament to our commitment to our community, creativity and drive to ensure that healthcare is more equitable for all. We rose against threats to our very existence to protect patients, staff and our organization.

The stories in this report exemplify this tenacious spirit that has persisted since the days of Stonewall. When you read Stephen's story (p. 14), I hope you are inspired to renew your support for Callen-Lorde and safeguard the communities that rely on us for healthcare they can't access elsewhere.

The board is acutely aware of the challenges and uncertainties we're facing in this current moment and what that means for our community's ability to live authentically, and we will work together to respond to developments as they unfold.

Thank you for supporting Callen-Lorde through a year that tested the organization and revealed its strengths. We're ready to do the work that awaits us in 2026 and are so grateful for your support that makes it possible. Together, we will continue to make a difference in LGBTQ+ healthcare for our existing patients—and those we haven't met yet.

With thanks,

Matthew Cohen

Chair of the Callen-Lorde Board of Directors

BY THE NUMBERS



24,616

Total Patients

165,594

Total Visits



10%



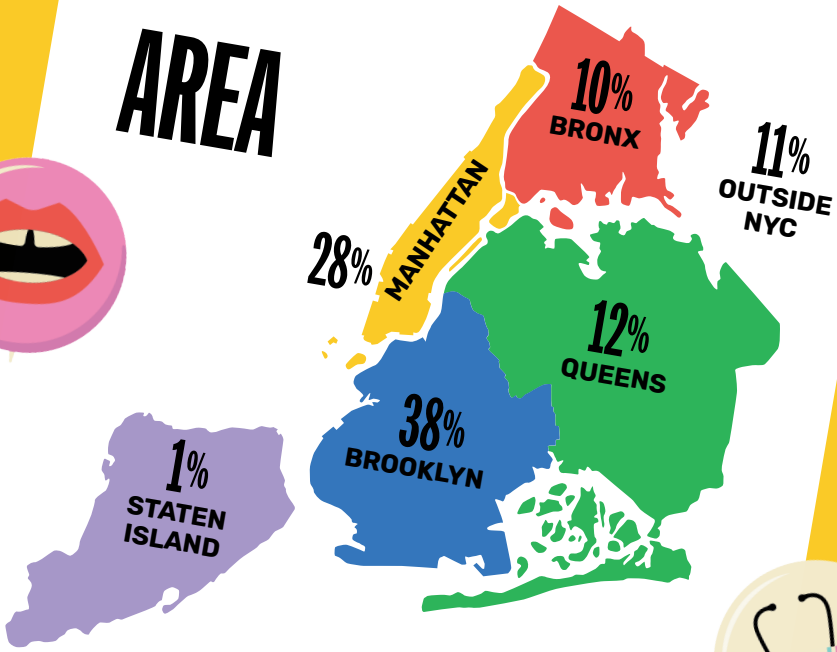
Increase in Patients

\$5.1M

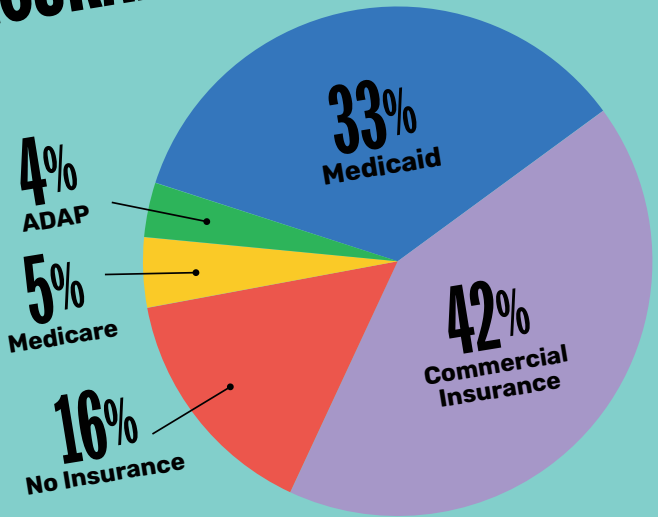
**Saved on Medication
for Uninsured and
Underinsured Patients**



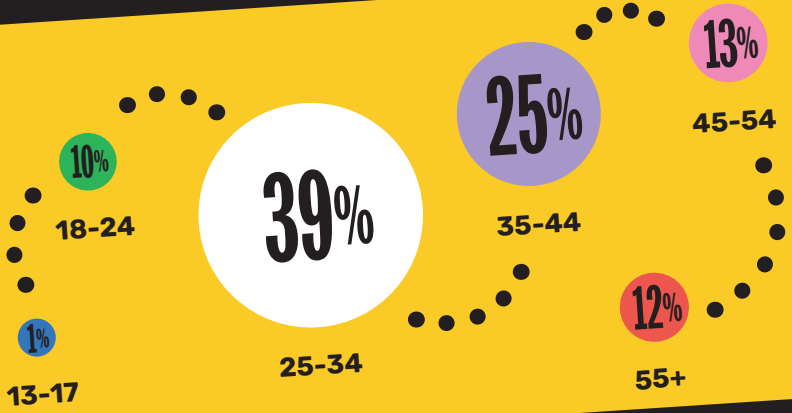
AREA



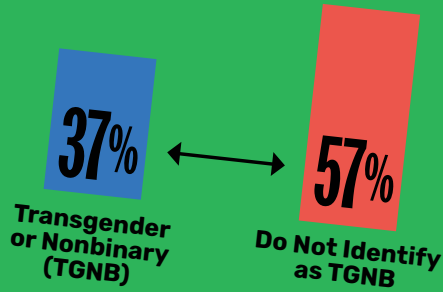
INSURANCE



AGE

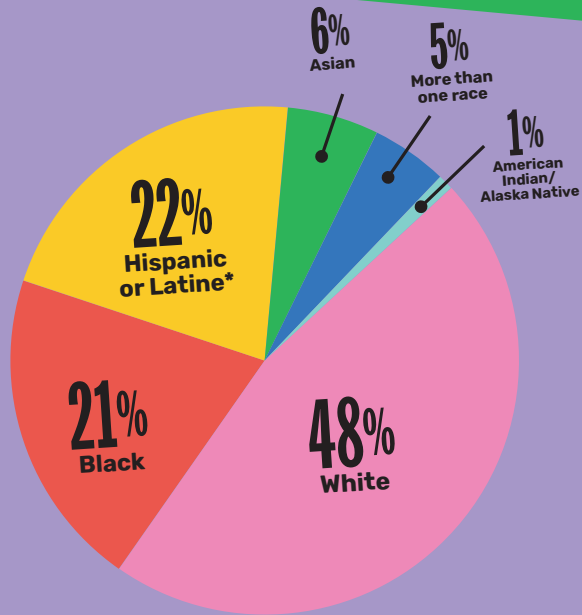


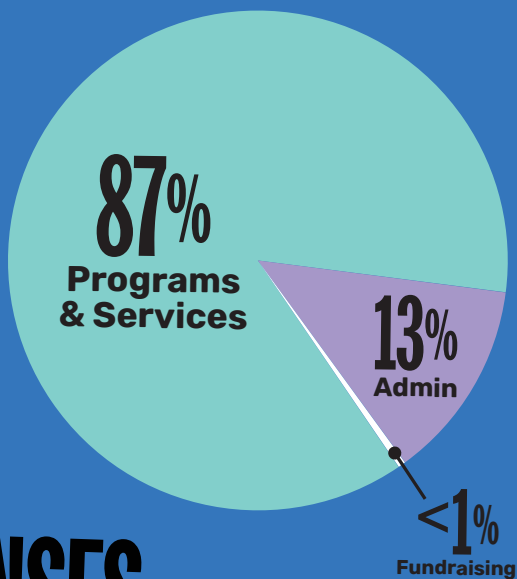
GENDER IDENTITY



RACE & ETHNICITY

*Hispanic or Latine is an ethnic identity that may overlap with any racial category shown, leading to a total exceeding 100%. We have chosen to include this data to showcase the full diversity of the Callen-Lorde community.





A LOOK AT OUR EXPENSES

Total revenue in FY25 was **\$157.8 million**. This includes \$73.3 million in cost of goods for medications distributed through the pharmacy. Annual revenue net of this pass through was \$78.5 million. Callen-Lorde's ending net assets in FY25 were \$38.6 million.

To view our audited financial statements, please visit callen-lorde.org/about.



**CALLEN
-LORDE**

GUIDING OUR COMMUNITY

Callen-Lorde's staff shared their expertise with news publications throughout 2025. They raised our profile, advocated for health equity and educated our communities about issues impacting LGBTQ+ New Yorkers. These pieces represent just a slice of our press work in 2025:



Our Executive Vice President of Public Policy and Communications Kimberleigh Smith helped pen an op-ed in *POZ Magazine* for World AIDS Day. Alongside other leaders from peer healthcare organizations, she argued that disparities still exist—and have grown more profound—among people impacted by HIV and AIDS. Furthermore, she wrote, this reality should outrage us. Read the whole piece at [poz.com](https://www.poz.com).

“ What was once a public health emergency has become a test of our collective will—a question of whether we truly believe that the health of every one of us is equally worth protecting.



Amanda Cary, our former Clinical Director of Sexual Health, shared her clinical knowledge in *Gay City News* about this past fall's spike in mpox cases. Amanda's knowledge and quotes added nuance to the vaccine conversation and kept audiences informed without inspiring fear—a core component of our work at Callen-Lorde. Read the full story at [gaycitynews.com](https://www.gaycitynews.com).

They were bracing for impact and they were like, 'I don't understand — how was I spared?' And I said, 'Because you got vaccinated. You did exactly what was safe to do for yourself and for your community.'

EXPANDING ACCESS TO PRIMARY CARE, NO MATTER WHAT



Callen-Lorde is a global leader in LGBTQ+ healthcare, but we're especially proud of the stellar primary care we provide to our communities. In 2025, despite challenges at every level, we expanded access to this care—from HIV prevention and treatment to women's health to cardiovascular care and beyond. This is especially vital as the need for this care continues to grow.

After hearing from patients there was a need for more immediate care, we expanded Quick Care (walk-in) appointments at all our sites. The appointments create more access, sparked new interest in our services and helped increase patient engagement, proving that we are constantly evolving to meet people where they are. Quick Care visits remain available at each site so

we can address timely health concerns and get our patients connected to the services they need.

This past summer—at the height of Pride—we created open scheduling for new patients to make their first appointments through an easily accessible QR code. Staff displayed this code at dozens of Pride events throughout June, again helping more New Yorkers reach Callen-Lorde’s lifesaving care.

Our primary care statistics speak for themselves. In 2025, we vaccinated more than 4,500 patients against hepatitis, pneumonia, measles and more; patients booked more than 3,000 visits where providers diagnosed and treated sexually transmitted diseases. We saw about 2,200 patients with hypertension and 825 with diabetes, while more than 700 patients came to Callen-Lorde for mammograms.

According to the New York City Department of Health and Mental Hygiene, 93% of Callen-Lorde patients living with HIV are virally suppressed—which means they can’t pass HIV on to others. This number is a testament to our commitment to caring for New Yorkers as their whole selves and creating a healthier city.

We also focused on expanding care for adolescent patients, taking our trademark HOTT Adolescent Health program to Brooklyn to meet the needs of young LGBTQ+ New Yorkers. HOTT Adolescent Health is designed to meet patients where they are and offers everything from sexual health screenings to annual checkups to transportation stipends.

As we made these choices, our executive team worked to better our financial position—and we ended 2025 in a stronger position than ever, illustrating that advancing access and improving finances can go hand-in-hand.

This hard work allows Callen-Lorde to head into 2026 with an exciting expansion on the horizon: a new Bronx clinic!

It’s a substantially larger space—providing historically underserved patients with more space, more services and more support for all their needs. We are thrilled to take this next step in our journey of providing equitable care for all.

ACCESSIBILITY FOR ALL



July marked Disability Pride Month at Callen-Lorde, an opportunity to showcase how our clinics adapt to diverse patient needs. To honor our patients and community members, we spoke to one of our Disability Community Advisory Board (CAB) members, Francesca Perone, about how care has become more accessible here, what Disability Pride Month means to her and what we can do better going forward. An American Sign Language interpreter helped facilitate the interview with Francesca.

Francesca grew up deaf and uses American Sign Language to communicate. But sometimes even her family doctor didn't have interpreters available to connect with her during medical appointments, making

healthcare inaccessible and challenging. When she found Callen-Lorde 11 years ago, we didn't have interpreter services either. That all changed when Francesca simply asked for them.

"I told [Callen-Lorde staff] I needed [an interpreter] for my second appointment. Every appointment since, an interpreter has shown up. My communication has advanced. I have more opportunities to advocate for myself," Francesca said. "Callen-Lorde has been wonderful. I have opportunities, support, friends. I have access to resources, help, medications for my hormones, surgery resources."

Her time as a patient inspired Francesca to join our Disability CAB, which makes recommendations

to Callen-Lorde staff and providers about how our clinics can be more accessible. Being on the board has allowed Francesca to understand the needs of other patients with disabilities, find advocacy opportunities and make a difference, she said.

“CALLEN-LORDE HAS BEEN RESPONSIVE TO WHAT WE NEED AND HAS IMPROVED SO MUCH WHEN IT COMES TO DISABILITY ACCESS. I HOPE TO CONTINUE—DON’T GIVE UP, LET’S GO FURTHER!”

Francesca’s experience is a testament to the work we do every day to help patients grow. We are committed to offering healthcare that is accessible, affirming and safe for everyone—during Disability Pride Month and every month.



HONORING MICHAEL CALLEN'S LEGACY AS WE PUSH FORWARD

Richard Dworkin first met Michael Callen in the summer of 1982 when Michael invited him to his home in the West Village for dinner. Michael was looking for musicians for a project and Richard was (and still is) a drummer. At the apartment on Jones Street, Michael made sorbet and Richard sang a melody to demonstrate his musical skills. And as Richard puts it, “we were together after that.”

Michael hadn't been feeling well for a long time and was hospitalized within three weeks of beginning their relationship. He was later diagnosed with what would come to be known as AIDS—at the height of the epidemic in New York City. But Richard wasn't scared. He knew Michael was a smart, compassionate, principled advocate for LGBTQ+ health, and he stuck with his partner for the next 11 years until Michael's death in 1993. He sticks with Michael now, too, in his advocacy for HIV and LGBTQ+ health equity.

Richard stopped by Callen-Lorde Brooklyn in October for an incredible *Lunch & Learn* with staff. Interviewed by our former Executive Vice President of Development and Communications Donnie Roberts, Richard spoke to his life with Michael, their shared advocacy efforts and the elements of Michael's legacy that continue today.

Michael was a fearless advocate, starting and championing several organizations that fought to reduce stigma and better health outcomes. Our organization changed its name to include Michael Callen in 1998; Richard said that Michael would be proud of all the work we've done to protect our people while bearing his name.

As Callen-Lorde continues to grow and serve more people, we do so with Michael's tireless spirit in mind. We are thrilled to champion his legacy and fight for LGBTQ+ healthcare in our clinics, on the streets of New York, within the halls of government buildings and beyond.



“UNCONDITIONAL CARE” FOR MORE THAN 20 YEARS

Giovannah first came to Callen-Lorde about 25 years ago, when she stopped in for information and a therapist recommended she make an appointment for care. This was just the beginning of Giovannah getting connected to the people and support she needs here.



Giovannah, who is 72, didn't always have a positive experience in healthcare settings. She recalls being unable to express needs and desires openly because she was part of the LGBTQ+ community. That's why, she said, Callen-Lorde's "unconditional" care is revolutionary.

“

When you have the feelings you have, you need people who are sensitive to it. Callen-Lorde was, for me, exactly what the doctor ordered.

Over the decades, Giovannah has come to Callen-Lorde more than 26 times per year. And she's never had a health problem our providers couldn't solve with care, honesty and discretion, she said. From removing a growing cyst, to antibiotics for throat issues, to helping her through surgery and a 100-pound weight loss, Giovannah's providers have been with her for the entirety of her health journey.

Even today—years after some of her bigger concerns have subsided—she still makes it a point to thank clinic staff every time she comes in.



It's clear that the relationships they have with patients are so important [to providers]. They certainly deserve a hearty congratulations just by nature of their work.

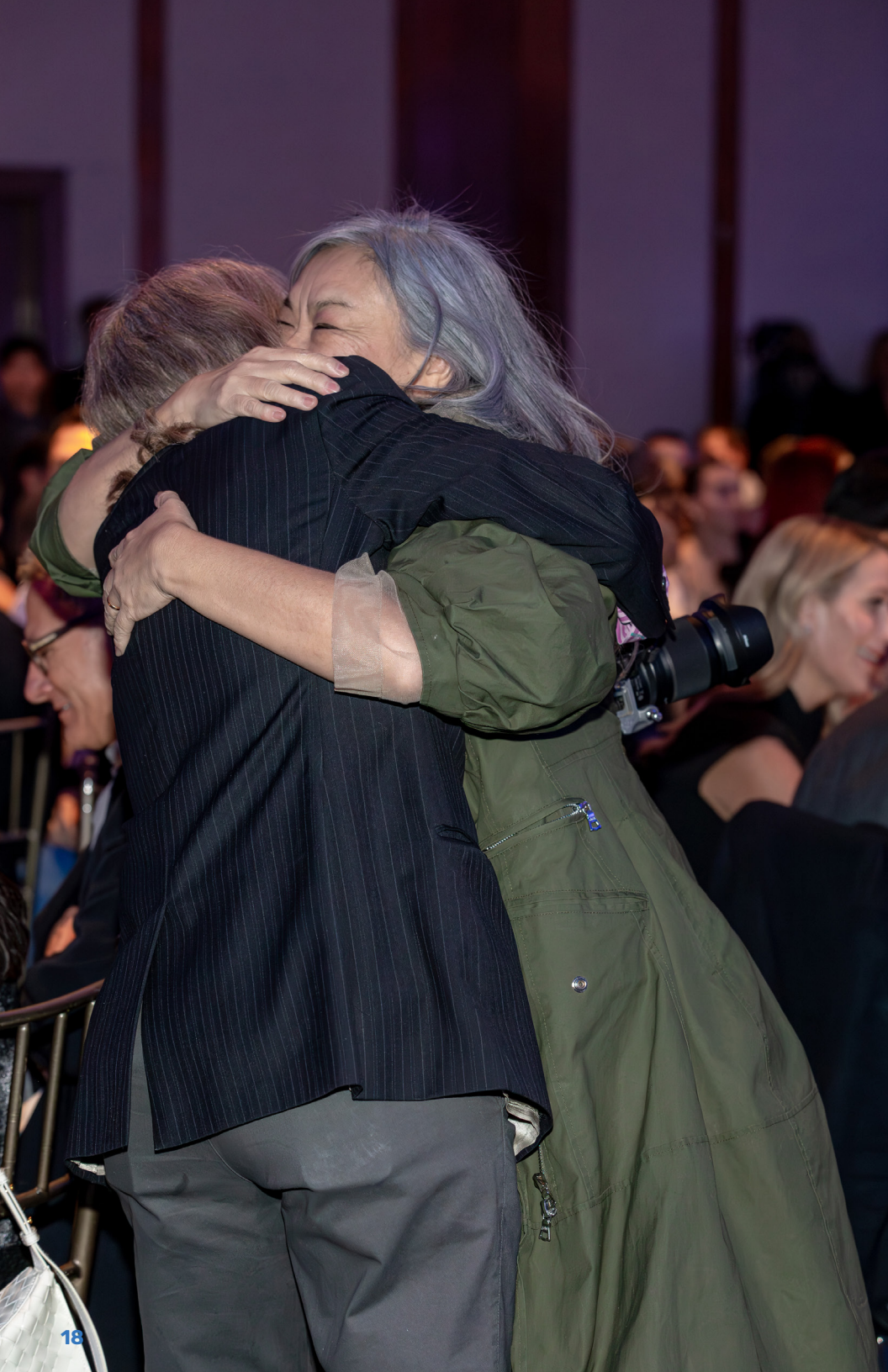
”

Giovannah's experience illustrates Callen-Lorde's inextricable importance to the communities we serve—and our commitment to caring for the whole person. Whether a patient comes for one appointment or so many over 25 years, they will be given the space to be their full self. And we hope that such support is life-changing.

“

[Callen-Lorde] stood by me. From the people on the front line to the technicians. [They] saved my life, perhaps.





OUR RELATIONSHIP GROWTH PAYS OFF

Callen-Lorde's Community Health Awards (CHA) gala is always a spectacle filled with the most talented, fashionable and ferocious guests from around the LGBTQ+ community. But the 2025 gala was even more special than usual because it broke records!

We raised close to \$958,000 to support comprehensive and affirming LGBTQ+ healthcare, an outstanding result that moved the organization and our supporters. And we did so because of the work we put into growing Callen-Lorde's relationships with other organizations, corporate partners, elected officials and company leaders.

In 2024, we created a Leadership Council for growing professionals to lend their voice to the organization, raise donations and inspire other leaders to join the cause. At the same time, we built out vital corporate partnerships and reaped new rewards from those connections.

It all paid off at CHA 2025 where corporate supporters, Leadership Council members and esteemed guests flooded the room at Pier Sixty. They represented everywhere from Gilead to Northwell Health and NYU Langone to Blackstone and more, with the likes of Tracey Norman, Peppermint, Representative Jerry Nadler as well as our honorees Dr. Demetre Daskalakis, Alexis Michelle and Leyna Bloom gracing us with their presence.

They gathered around Callen-Lorde because of the relationships our development team builds, the incredible care we provide, and the hard work we continue in the face of uncertainty. And the amount we raised at CHA 2025 is a testament to the fact that we wouldn't succeed—or even exist—without you.

As 2026 ushers in new changes and triumphs, Callen-Lorde looks forward to strengthening existing relationships, building new ones and always, always putting patients first. Most importantly, we look forward to doing it together. Onward!





LEADERSHIP

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 Customers Bank*

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 Major Communications &
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*Retired Financial Services
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*Design Consultant
 Founder and President,
 Blane Charles Design*

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 General Counsel, Dispute
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 Regeneron Pharmaceuticals*

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 National Lawyers Guild
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 Human Resources
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June Stafford, RN
*Registered Nurse
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 University Medical Center*

Janita A. Ward-Jones
*Senior Coordinator
 Madison Square
 Garden Arena*



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Serena Chang, MD

Chief Behavioral Health Officer

Bethany H. Jankunis, JD, MSW

Chief of Staff

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Chief Medical Officer

Asa Radix, MD

*Executive Vice President,
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Kimberleigh Joy Smith, MPA

*Executive Vice President,
Public Policy and
Communications*

Finn Brigham

*Vice President,
Program Services*

April Griswold

*Vice President,
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Erik Howell

*Vice President,
Information Technology*

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Gallagher
Faiz Osman

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Brandon Krisko

Recruitment & Engagement Chairs

Amanda Alfonso
Dominic Lemieux

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Cory Andersen
Sergio Aragon
Dr. Austin Chiang
Mattie Brandfonbrener
Tyler Coffin
Derek Conrad
Juan Davalos
Alex Draxos
Michael Ferrandino
Paxton R. Gallegos Le Roy
Sean Godfrey-Reives
Jesus Gutierrez

Jesse Havea
Coleman Hirschberg
Joshua Kamei
Daniel Martin
Blaine Rueber
Denise Sanchez
Kyle R. Satterfield
Alexandra Smith
Jay Choyce Tibbets
Matt Wagner
Samuel Weber
Jennifer White-Salcedo
James Wong

OUR NAMESAKES



MICHAEL CALLEN

(1955-1993)



AUDRE LORDE

(1934-1992)



CECILIA GENTILI

(1972-2024)



KEITH HARING

(1958-1990)



THEA SPYER

(1931-2009)

HOWARD J. BROWN SOCIETY

In the spirit of the pioneering New York City Health Commissioner, Howard J. Brown, MD, and his unwavering courage and dedication to our community's health, Callen-Lorde established its major giving society in his name – The Howard J. Brown Society (HJB) – a group of dedicated donors who contribute \$1,000 or more in unrestricted funds annually to provide core resources needed to care for the most vulnerable members of our community.

It is this support that enables the organization to continue its vital work offering the highest quality healthcare to LGBTQ+ communities.

Want to join the HJB Society and be listed amongst your peers? Reach out to development@callen-lorde.org or visit callen-lorde.org/HJB to learn more.

We take great care to ensure donor accuracy. If your name does not appear, or if you would like to change your listing, please contact development@callen-lorde.org or 646-965-5467.

Anonymous (7)

Anne M. Aldrich & Kim M.
Whitehurst

Ellen Alpert & Janice Sears
Konstantinos Ardavanis

Joseph Arena & Dr. Thomas
D'Eletto

Rachel Asher

Emmett Askira

Ward Auerbach & Andy Baker

Joe Baker

Adam Banks

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Kent Belden & Louis Re, MD

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Rachel Bluebond-Langner, MD

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Ed Bokhour

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Louis A. Bradbury & Kenneth
Quay

Claire Brown

Alaina Browne

Tommy Buckett

Reed Caldwell, MD & Anthony
Hird

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Pam Cardona

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Betty Chiang

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Hanft

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Heinbach

Robin Daily

Michael Dansky

Demetre Daskalakis, MD &
Michael MacNeal

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Sean Davis

Michael DeLucia & Fabio Toledo

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Bowen Yang



CALLEN
-LORDE

JOHN B. MONTANA SOCIETY

John B. Montana, MD, was one of the first physicians in New York City to identify and treat people living with HIV and AIDS at the outset of the epidemic in 1981. Dr. Montana saw many of the earliest cases at his Greenwich Village practice and became a proponent of harm reduction and safer sex, advising GMHC, ACT UP and many other AIDS-related organizations. He generously gave his time and money to many community organizations, including Callen-Lorde, and provided care to many uninsured patients in need.

It was in this spirit of generosity that Dr. Montana left nearly \$400,000 in his estate to Callen-Lorde to help us provide care to the most vulnerable members of our communities, regardless of ability to pay. To recognize his leadership and commitment to ensuring LGBTQ+ people had a place to seek care, we've dedicated our planned giving society in his name – The John B. Montana Society.

We invite you to follow in Dr. Montana's footsteps and join your peers listed below by including Callen-Lorde in your estate plans! Please reach out to learn more, or to share that you have already included us in your estate plans by contacting us at **646-965-5467** or **development@callen-lorde.org**

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Anonymous (3)	Michael DeFalco & Bill Matthews	Arthur T. Monaco*
Thomas Laird Adamson	Kenward G. Elmslie*	Dr. John Buscemi Montana, MD*
Ellen Alpert & Janice Sears	Stanley Ely	David Pelletier
Robert Ardini	Gretchen Erdman	Bella Perez
Joseph Arena & Dr. Thomas D'Eletto	Estate of Lauree Feldman & Sarah L. Holland*	Bernard Plotkin*
Bill & François Bouchet-Pagano	Aiden K. Feltkamp	Antonio Poglianich & Peter O'Kuhn
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