

You Have A Home In PFLAG.



OUR HOUSE
Annual Report 2003-2004

The President's Letter

Dear PFLAG Family,

First, please join me in welcoming our new Executive Director, Jody M. Huckaby. Jody brings us enormous reserves of energy and a fresh commitment to our growth and success. He has

long experience in soundly managing and growing organizations of our size and shape. He has a strong record of retaining, nurturing and developing talented staff. Jody and I are in full agreement that we have an outstanding and dedicated staff and that this aspect of our house is well in order.

You will see from the accompanying report that our financial house is also very much in order. Thanks to a generous bequest from an old friend, for the first time in our history we have financial reserves on which to build an endowment to tide us over in times when other resources are scarce. We also thank thousands of wonderful PFLAG volunteers across the country who are working hard every day to make the PFLAG vision a reality.

As we enter our 31st year, our plans for the future are ambitious and aggressive. Your Board of Directors has identified five major strategic goals to articulate our Vision and Mission.



Above: PFLAG President Sam Thoron with Congressman and PFLAG Dad Dick Gephardt in December.

I. Build the capacity of our organization at every level so that we may have all the resources, in the form of information, people and funding, necessary to move forward in our work with the greatest possible effect.

II. Create a world in which our young people may grow up and be educated with freedom from fear of violence, bullying and other forms of discrimination, regardless of their real or perceived gender identity or sexual orientation or that of their families.

III. Make our vision and our message accessible to the broadest range of ethnic and cultural communities, ending the isolation of families with gay, lesbian, bisexual, and transgender family members within those communities.

IV. Create a society in which all gay, lesbian, bisexual and transgender persons may enjoy, in every aspect of their lives, full civil and legal equality and may participate fully in all the rights, privileges and obligations of full citizenship in this country.

V. Work toward full inclusion of gay, lesbian, bisexual and transgender persons within their chosen communities of faith.

We are in challenging times. Making this happen in our volunteer driven, chapter based, grassroots organization requires the active participation of all of us at every level. We operate only when each of us stretches to provide us with the three “Ws” to the best of our ability. **Work**, from our volunteers in more than 500 chapters; **Wisdom** from our leaders at every level: local, state, regional and national; and **Wealth** in the form of generous donations, small and large, from all who share in our vision and mission.

Join me as we move forward to bring our beloved PFLAG to the next level. Stand up and be counted!

Sam Thoron, President

Note: PFLAG's President wishes to remind members that elections for Board and Regional Director seats are coming up. If you would like to nominate a candidate, please contact Nina Sevilla at nsevilla@pflag.org.



Support. Equality. Unconditional Love.

These are the values of Our House.

And this year, PFLAGers across the country took Our House farther than we've ever been! From Alaska to Kansas to Florida, our families took their values to schoolhouses, statehouses, courthouses, houses of worship and everywhere else.

Together we accomplished a wide-range of goals. We registered thousands of voters. We helped to pass and implement anti-bullying policies in our schools. We spoke out in huge numbers against right-wing judicial appointments and in support of PFLAG's inclusion in the national PTA conference. We rallied for marriage equality and some of us even got married!

At our 30th Anniversary National Conference, we celebrated pioneers in the GLBT movement and learned valuable skills for our future advocacy efforts. We launched a new national website with updated news and action alerts and extensive resources.

We visited our legislators, taking along photographs of our GLBT loved ones, to tell our stories and successfully advocated for equality. We gave our financial resources to support young GLBT scholars, to reach out to religious communities and to strengthen our grassroots network.

Most of all, we gathered our families around us and reaffirmed our unconditional love and our commitment to equality for all our family and friends.

Right: PFLAGers rally against Utah's marriage equality ban in October.



This year, as PFLAG grew to over 500 chapters around the country, we arrived at a time of great challenge and great opportunity: how do we best support our current 500 chapters and be ready to welcome the next 500 as well?

The answer is PFLAG's fastest growing program, *From Our House to the Statehouse*.

From Our House to the State House has two major goals: 1) to strengthen chapters by fostering greater networking among chapters and allies in the same states and building state leadership teams to coordinate activities; 2) to create stronger and more unified statewide PFLAG family voices to address many important legislative issues including marriage equality, parenting rights, employment discrimination, hate crimes and more. Building PFLAG's capacity at the state level is key to our efforts.

From Our House to the State House is a strategy to link chapters together state-by-state so that they can attract new members, spread the workload, provide support services, take up more ambitious community education projects, have ever greater impact on public policy, enhance local control, cultivate leadership and help build increasingly powerful state level coalitions with like-minded allies.

Right: PFLAG Mom Peg Gage visits Congresswoman Tammy Baldwin in April.





Our Safe Schools' campaign, *From Our House to the Schoolhouse*, is one of PFLAG's signature programs. Here are some of the highlights of the last year:

- In June 2004, PFLAG opened a new door when we became the first GLBT advocacy group to present a workshop at the National PTA Convention in Anaheim, CA. Conference attendees packed the workshop and stopped by the exhibit table, staffed by volunteers from Orange County, Los Angeles, and Pasadena PFLAG chapters. After the conference, 800 PFLAGers sent thank you letters to PTA's Executive Director, Warlene Gary.
- PFLAG chapters in St. Paul/Minneapolis, Omaha, Seattle, Greensboro and New York City have pushed – and passed! – GLBT-inclusive anti-bullying policies in their schools. California chapters helped to implement AB 537, state-wide anti-bullying legislation.
- Chapter members across the country are known to teachers and counselors as safe schools experts for providing resource guides, videos, curricula and workshops to help their local schools.
- This year PFLAG National hired a full-time Safe Schools Coordinator to support chapters across the country with in-person workshops, email and phone support, references to current resources, updates on news and issues related to safe schools and updated materials.



- PFLAG launched our National Scholarship Program. After reading hundreds of applications from GLBT students and their allies, PFLAG awarded \$40,000 in college tuition to 25 scholars. Donations from the Palmer B. Carson Trust, Dow Chemical Company and private donors funded this program.

Left: PFLAG Scholar Jacob Wilcox receives his award from Senator Wayne Allard in August.

From Our House to the Courthouse



In the next four years, Americans can expect to see lifetime appointments to many of the vacancies in our country's highest courts including, potentially three vacancies in the Supreme Court. In the last year, PFLAG prepared to fight for a progressive judiciary, the key to securing the safety and equality of our loved ones:

- PFLAG was invited to join both the Leadership Conference on Civil Rights Coalition on Judicial Nominees and the Grassroots Working Group on Judicial Nominees. By serving with these groups, we can make sure that GLBT issues are considered in every nomination.
- PFLAG members contacted their Senators over 90,000 times via phone, email or in-person visits to talk about judicial nominations.
- PFLAG staff presented five training workshops on the judiciary at chapter meetings and regional conferences.



From Our House to the Houses of Worship

This year PFLAG National staff joined the National Religious Leaders Roundtable, an interfaith network of leaders from pro-gay, lesbian, bisexual and transgender (GLBT) faith, spiritual, and religious organizations. Joining this group puts PFLAG in the center of discussions about GLBT issues within faith communities.

Faith communities were also a hot topic with chapters all across the country who hosted more than 40 interfaith workshops and lectures this year.

PFLAG Family Circle

The PFLAG Family Circle recognizes special friends who have made a significant financial commitment to help PFLAG achieve its goals.

Circle of Unconditional Love (Over \$50,000)

Anonymous

Circle of Commitment (\$25,000-\$49,999)

Daniel Renberg and Gene Kapaloski

Circle of Acceptance (\$10,000-\$24,999)

Dora B. and Avram Goldstein

Pickett M. Guthrie

Michael Leppen

Julia and Sam Thoron

Circle of Understanding (\$5,000-\$9,999)

Anonymous

Robert A. and Myrna Bernstein

John and Charleen Cepek

Robert P. Denny

Eschenbach-Provan Charitable Fund

John and Becky Glezen

Agnes Gund and Daniel Shapiro

Harold and Betsy Janeway

Duane Perry and Arthur Kaplan

Jeanne Phillips, AKA Dear Abby

Circle of Support (\$2,500 - \$4,999)

Mr. and Mrs. Kelley Buchanan

John Drakulich

Michael D. Findley and

Charles L. Cordray

Thomas Henderson and

Mitzi Henderson

James C. Hormel and Timothy Wu

Timothy E. Leiden and Robert Dubbs

Melvin and Diane Markowitz

Catherine Roland and Sally Ringo

Walterene Swanston

Gary and Mildred Watts

Loewenstern Foundation

Circle of Comfort (\$1,000-\$2,499)

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James Avedikian

Dr. Joseph Baran

Capt. June Barrett, U.S.P.H.S.

Bruce Bastian

Carole and Morty Benowitz

Ann Benson and Iris Harrell

Shayna Berkowitz and Phyllis Weiner/

Still Ain't Satisfied Foundation

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April Blackmore and Kathryn Race

Blanchford-Cooper Foundation, Inc.

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Louise and Dick Browning

Amity Pierce Buxton

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James Brian Carroll

Stockard Channing

John Conaboy and Christopher Whelan

Dr. Elizabeth Conant and Camille Cox

Harriette and Bill Cook

Mel and Beverly Cook

Shirley Cooper

Margery Dimond

Dr. and Mrs. Arnold Drake

Robert Eichler and Bryan Dittmer

Robert L. Elkins

Arlene Falk and Don Falk

Calvin Fan

Frank Family Foundation

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Margaret R. Fuller

Dr. Thomas J. Gallagher

Dr. Kenneth and Gale Gottlieb

Jill Hartman

Diane and Don Hewat

Kathy Hewitt

David Hish

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Tom and Marie Jenkins

John F. Jennings

Johnson Family Foundation

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Peter and Patricia Koopman

Bruce Kriete

Jeffrey Lamkin

Max D. Larsen

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Jeff Lutz

Judd and Jean Lynn

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Robin McDowell and

Stephen Burrows

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Weston Milliken

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*You Have A Home in PFLAG:
Welcome to Our House.*

Leslie Wilkes

Pam Woody

Craig Ziskin and Roger Schechter

Foundations

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Clarence E. Anderson Living Trust

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Estate of Robert Kehoe

Estate of Wallace Larson

Our House in Order



Independent Auditor's Report

To the Board of Directors of PFLAG:

We have audited the accompanying statement of financial position of Parents, Families and Friends of Lesbians and Gays, Inc. (PFLAG), as of September 30, 2004, and the related statements of activities and cash flows for the year then ended.

In our opinion, the financial statements present fairly, in all material respects, the financial position of Parents, Families and Friends of Lesbians and Gays as of September 30, 2004, and the changes in its net assets and its cash flows for the year then ended in conformity with accounting principles generally accepted in the United States of America. – *Raffa Associates*

Statements of Financial Position

ASSETS	
Current Assets	
Cash and cash equivalents	\$ 512,383
Contributions receivable	602,082
Investments	1,292
Prepaid expenses	21,081
Inventory	<u>11,419</u>
 Total Current Assets	 1,148,257
Furniture and equipment, net	21,553
Security deposit	<u>12,937</u>
 TOTAL ASSETS	 <u>\$ 1,182,747</u>
LIABILITIES AND NET ASSETS	
Current Liabilities	
Accounts payable and accrued expenses	\$ 127,189
Deferred revenue	<u>118,768</u>
 Total Current Liabilities	 <u>245,957</u>
Long-Term Liabilities	
Deferred rent	47,959
Security deposit payable	<u>3,578</u>
 Total Long-Term Liabilities	 <u>51,537</u>
 Total Liabilities	 <u>297,494</u>
Commitments	
Net Assets	
Unrestricted	302,176
Temporarily restricted	<u>583,077</u>
 Total Net Assets	 <u>885,253</u>
 TOTAL LIABILITIES AND NET ASSETS	 <u>\$ 1,182,747</u>

Statements of Cash Flow

Change in net assets	\$ 426,035
Adjustments to reconcile change in net assets to net cash provided by operating activities:	
Depreciation	21,061
Unrealized loss on investments	71
Changes in assets and liabilities:	
Accounts receivable	(589,265)
Prepaid expenses	28,612
Inventory	(301)
Security deposit	(170)
Accounts payable and accrued expenses	(73,243)
Deferred revenue	118,768
Deferred rent	4,196
Security deposit payable	<u>3,578</u>
 NET CASH USED IN OPERATING ACTIVITIES	 <u>(60,658)</u>
CASH FLOWS FROM INVESTING ACTIVITIES	
Purchase of furniture and equipment	<u>(13,817)</u>
 NET CASH USED IN INVESTING ACTIVITIES	 <u>(13,817)</u>
NET DECREASE IN CASH AND CASH EQUIVALENTS	
	(74,475)
CASH AND CASH EQUIVALENTS, BEGINNING OF YEAR	
	<u>586,858</u>
CASH AND CASH EQUIVALENTS, END OF YEAR	
	<u>\$ 512,383</u>

Statements of Activities

	Unrestricted	Temporarily Restricted	Totals
REVENUE AND SUPPORT			
Contributions and gifts	\$ 2,091,795	\$ 305,110	\$ 2,396,905
Chapter dues	70,392	-	70,392
Rental and interest	28,427	-	28,427
Product and publications	22,727	-	22,727
Special events and other	72,753	-	72,753
Net assets released from restrictions:			
Satisfaction of program restrictions	<u>176,838</u>	<u>(176,838)</u>	<u>-</u>
 TOTAL REVENUE AND SUPPORT	 <u>2,462,932</u>	 <u>128,272</u>	 <u>2,591,204</u>
EXPENSES			
Program Services			
Programs			
Chapter support	394,146	-	394,146
Scholarship program	90,379	-	90,379
Safe school	75,886	-	75,886
Other programs	<u>385,851</u>	<u>-</u>	<u>385,851</u>
 Total Programs	 946,262	 -	 946,262
Outreach	419,011	-	419,011
Conference	<u>82,077</u>	<u>-</u>	<u>82,077</u>
 Total Program Services	 1,447,350	 -	 1,447,350
Supporting Services			
Fundraising	525,193	-	525,193
General and administrative	<u>192,626</u>	<u>-</u>	<u>192,626</u>
 TOTAL EXPENSES	 <u>2,165,169</u>	 <u>-</u>	 <u>2,165,169</u>
 Change in Net Assets	 297,763	 128,272	 426,035
NET ASSETS, BEGINNING OF YEAR, AS RESTATED			
	<u>4,413</u>	<u>454,805</u>	<u>459,218</u>
NET ASSETS, END OF YEAR			
	<u>\$ 302,176</u>	<u>\$ 583,077</u>	<u>\$ 885,253</u>

PFLAG National Staff

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Washington, DC 20036
Main Phone: (202) 467-8180
Fax: (202) 467-8194

Executive Office

Jody M. Huckaby

Executive Director, x 216

Ron Schlittler

Deputy Executive Director, x 226
[Policy folios: State and Federal
legislation monitoring]

Nina Sevilla

Executive Office Administrator, x 216

Communications Department

Jean-Marie Navetta

Media Relations Manager, x 213

Field and Policy Department

Jamie Curtis

Field & Policy Coordinator, x 215
[States: AK, CT, DE, ID, MA, MD,
ME, MT, NH, NJ, NY, PA, RI, VA, VT,
WY, WV
Policy folios: Faith issues, Youth issues
(not school related, and up to age 25)]

Elizabeth Hampton Brown

Field & Policy Coordinator, x 211
[States: AZ, CO, IA, IL, IN, KS, MI, MN,
MO, ND, NE, NM, OH, SD, UT, WI
Policy folios: Marriage issues,
Judiciary issues]

Charles Cook

Field & Policy Coordinator, x 230
[States: AL, AR, FL, GA, KY, LA, MS,
NC, OK, OR, PR, SC, TN, TX, WA
Policy folios: Families of Color Net-
work, Voter education, Family issues]

Judy Hoff

Safe Schools Coordinator, x 219
[States: Safe school issues for all
states (K-12), Transgender issues]

Brooke Smith

Senior Field & Policy Associate, x 227
[Chapter Services]

[Vacant]

Field & Policy Coordinator, x 220
[States: CA, HI, NV
Policy folios: Hate crimes issues,
Employment issues; GLBT health
issues]

Development Department

Christopher Vance

Development Director, x 231

Craig Ziskin

Development Manager, x 218

Finance and Administration Department

Wanda Moore

Director of Finance & Administration,
x 235

Stephen Euell

Accountant, x 217

Gaby Flores

Finance & Administration Associate,
x 210]

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