



**PFLAG National
2009 Annual Report
*Accomplishments Overview***

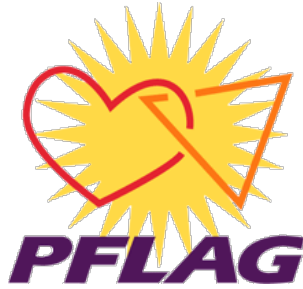
PFLAG's Mission:

Promote the health and well-being of LGBT persons, their families and friends through: support, to cope with an adverse society; education, to enlighten an ill-informed public; and advocacy, to end discrimination and to secure equal civil rights. PFLAG provides opportunity for dialogue and acts to create a society that is healthy and respectful of human diversity.

Key Accomplishments in FY2009

1. **Support for Chapters:** Met with 98 chapters in 25 states, and provided field training and one-on-one support to 30 new chapters in 15 states.
2. **Advancement in Public Policy :** Developed job description for and hired a public policy manager. This manager conducted over 60 Capital Hill visits, trained members to conduct 20 in-district meetings, and lead the grassroots working-group of the United ENDA Coalition.
3. **Making Schools Safer:** Safe Schools team at PFLAG conducted eight certification trainings resulting in 24 projects, including the development of a state-wide LGBT-inclusive safe schools bill in Nevada, book donations in Dayton, and in-service trainings in Colorado, New York, California and Wisconsin.
4. **Focus on Faith Communities:** Wrote and published the PFLAG Faith Field Guide, and trained chapters in 12 states on the guide.
5. **Focus on Chapter Diversity:** Diversity Outreach Manager worked with consultant to develop a comprehensive diversity outreach training that was piloted in four states with six chapters, and has resulted in two support groups specifically for African American families.
6. **Equality in the Workplace:** Under the leadership of the Director of Equality Partnerships we conducted 29 corporate Straight for Equality in the Workplace trainings in 18 corporations, and presented at three non-LGBT diversity conferences.

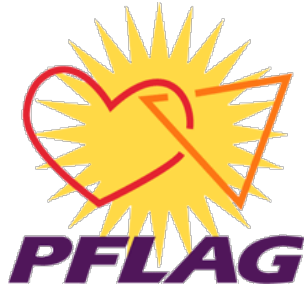
Learn more at www.pflag.org today.



PFLAG National
2009 Annual Report
Looking Forward: Goals & Plans

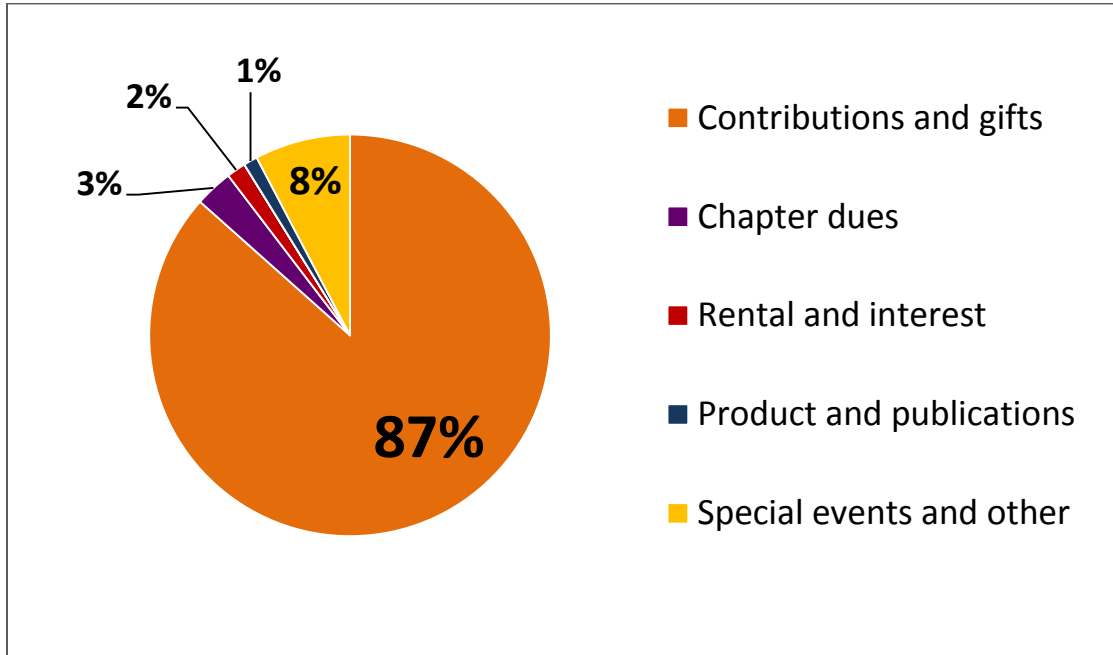
One-Year Key Planned Accomplishments for FY2010

1. Provide field training and one-on-one support to 125 chapters in 30 states and increase our chapter base by 40 chapters. We will also plan and host 10 state or regional conferences. Hire policy manager and work to establish relationships with 50 congresspersons through Hill lobby visits and member in-district meetings.
2. Work with our coalition partners in United ENDA as the leader of the grassroots task force to pass an inclusive ENDA. Work to pass the Every Child Deserves a Family Act by recruiting bipartisan co-sponsors, helping to plan hearings in the House and a briefing in the Senate as well as building a coalition of child welfare organizations to lobby the bill. Develop new Faith Field Guide and conduct trainings on it in 10 states.
3. Conduct seven Cultivating Respect/Safe Schools certification trainings for members that results in individual school projects for each trained chapter. At the federal level, work with the Office of Civil Rights (OCR) in the Department of Education to integrate LGBT anti-bullying education into OCR's trainings and will publish a Claim Your Rights document to assist victims of anti-LGBT bullying to file claims with OCR under Title IX protections.
4. Develop a new Straight for Equality in Faith Field Guide training and publication and conduct trainings on it in five chapters.
5. Pilot the diversity outreach training in two additional chapters and develop a best practices guide.
6. Facilitate 25 corporate Straight for Equality in the Workplace trainings in 10 new corporations. Develop a Straight for Equality Healthcare Publication and corresponding field guide. Connect with healthcare professionals through conferences and events to bring workplace training programs to medical/healthcare environments.

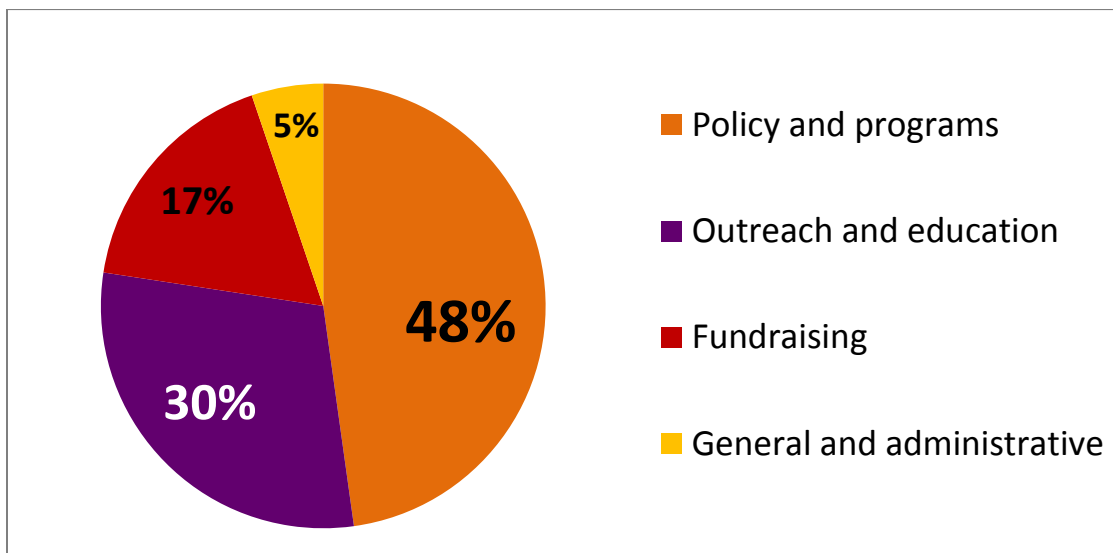


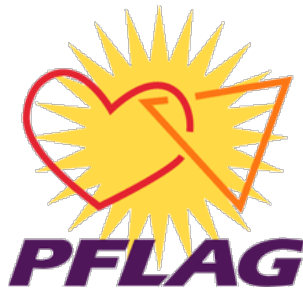
**PFLAG National
2009 Annual Report
Financial Results**

Revenue & Support



Expenses

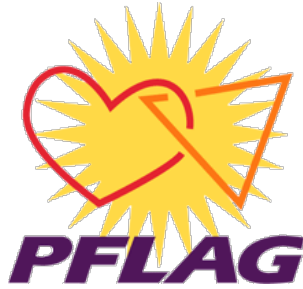




**PFLAG National
2009 Annual Report
Financial Results**

| | 2009 Total | 2008 Total |
|---|---------------------|---------------------|
| <i>Revenue and Support</i> | | |
| Contributions and Gifts | \$ 2,764,057 | \$ 2,827,333 |
| Conference Income | 21,000 | 96,507 |
| Chapter Dues | 99,496 | 103,800 |
| Sublease Rental | 50,417 | 48,945 |
| Product and Publications | 36,567 | 46,564 |
| Special Events | 259,509 | 182,503 |
| (Loss) Gain on Sale of Investments | (33,378) | 295 |
| Other Income | 3,756 | 28,895 |
| | | |
| <i>Total Revenue and Support</i> | \$3,201,424 | \$ 3,334,842 |
| <i>Expenses</i> | | |
| Policy and Programs | 1,520,265 | \$ 1,829,093 |
| Outreach and Education | 941,877 | 510,792 |
| General Administration | 165,731 | 232,869 |
| Fundraising and Development | 552,953 | 419,534 |
| | | |
| <i>Total Expenses</i> | 3,180,826 | \$ 2,992,288 |
| | | |
| <i>Change in Net Assets</i> | 20,598 | \$ 342,554 |
| <i>Net Assets, Beginning of Year</i> | 2,185,136 | 1,842,582 |
| <i>Net Assets, End of Year</i> | \$ 2,205,734 | \$ 2,185,136 |

To see complete audited financial statements, please visit www.pflag.org/financials



**PFLAG National
2009 Annual Report
*National Staff Listing****

Executive Office:

Jody M. Huckaby
Executive Director

Erinn Joyner
Executive Office Administrator

Field and Policy:

Elizabeth Brown
Director of Policy and Programs

J. Rhodes Perry
Policy Manager

Cesar Hernandez
Field and Policy Manager, Western Region

Jamie Curtis
Field and Policy Coordinator, Eastern Region

Brooke Smith
Field and Policy Coordinator, Central Region

Kimberly Jones
Diversity Outreach Manager

Suzanne Greenfield
Safe Schools Coordinator

Erin Williams
Chapter Services Coordinator

Equality Partnerships:

Jean-Marie Navetta
Director of Equality Partnerships

Julia Handy
Equality Partnerships Coordinator

Communications:

Steve Ralls
Director of Communications

Adam Ratliff
Communications Coordinator

Development:

Christopher Vance
Director of Development

Cindy Barrington
Assistant Director of Development

Kayne Karnbach
Development Coordinator

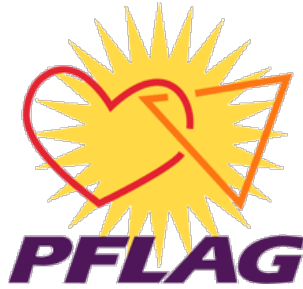
Adam Kramer
Development Assistant

Operations:

David C. Manuel, Jr.
Director of Operations

Jamie Henkel
Operations Assistant

**Listing as of September 30, 2009.*



**PFLAG National
2009 Annual Report
National Board and
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Akron, OH

Mike Neubecker, Vice President/
Regional Directors Council Chair
Brownston, MI

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New York, NY

Peggy Moore, Secretary
Greenwich, CT

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Jean Hodges • *Mountain West Region*

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Carole Reeder • *North Atlantic Region*

Kathy Reim • *Pacific Northwest Region*

Deb Smith • *Great Lakes Region*

Julie Thompson • *Southern Region*

Pam Whiteley • *Northern Pacific Region*

*Listing as of September 30, 2009.



**PFLAG National
2009 Annual Report
*Our Supporters***

Corporations

Sapphire (\$75,000 and above)

IBM
KPMG

Topaz (\$25,000 and above)

MetLife
NYSE Group, Inc.
Food Lion, LLC
Johnson & Johnson
Merck
Novartis
PepsiCo Foundation & Corporate Contributions

Garnet (\$10,000 and above)

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EMC
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Dow Chemical Foundation
Air Products
American Airlines
American Express
Bolthouse Farms
Campbell Soup Company
Interpublic Group
Kellogg Company
Marriott Corporation
Mitchell Gold + Bob Williams
National Grid
Northrup Grunman Corporation
PricewaterhouseCoopers LLC
Replacements, Ltg
Sodexo, Inc.
UBS
Wyeth

Ruby (\$5,000 and above)

Cardinal Health
Financial Industry Regulatory Authority
Meefers, LLC
Chubb Group of Insurance Companies
Roll Giving

Foundations

Arcus Foundation
Astraea Lesbian Foundation for Justice
Atwater Kent Foundation, Inc.
Clarence E. Anderson Living Trust
Cleveland Leather Annual Weekend
Community Foundation For Southeastern Michigan
Evelyn & Walter Haas, Jr. Fund
Fidelity Charitable Gift Fund
Freddie Mac Foundation
Genzyme Corporation
Gill Foundation
Goldberg Family Foundation
Horizons Foundation
Human and Civil Rights Organizations of America
Human Rights Campaign
Johnson Family Foundation
Kevin J. Mossier Foundation
Lake Oswego United Church of Christ
Mary R. Sive Fund
Morey Bernstein Memorial Foundation
Motorola Foundation
National Gay and Lesbian Task Force Foundation
New York Gay Football League
Ober Family Fund of the Princeton Area Community Foundation
Sexton Family Foundation
Slater Family Foundation
Society of St. Paul
Still Ain't Satisfied
Stonewall Community Foundation
The Greater Cincinnati Foundation
The Ireland Family Foundation
The Robert E. Hansen Family Foundation
The Rockwood Charitable Trust
Tides Foundation
Tompkins Charitable Gift Fund
United Way of Greater Nashua
Vanguard Charitable Endowment Program
Verizon Foundation
Wells Fargo Foundation
Wm. Wrigley Jr. Company Foundation
World Bank Community Connections Fund



**PFLAG National
2009 Annual Report
*Our Supporters***

Individuals

Gifts of \$250,000 and above

Anonymous

Gifts of \$100,000 and above

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Gifts of \$25,000-\$99,999

James C. Swanson

Daniel Renberg and Gene Kapaloski

Gifts of \$10,000-\$24,999

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LeClair Bissell and Nancy Palmer

Samuel Thoron and Julia M. Thoron

John Cepek and Charleen Cepek

Pickett M. and Bob Guthrie

Mitzi Henderson

Peggy Devine Moore and Bob Moore

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Chandler and Paul Tagliabue

Ted Childs

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Thomas and Marie Jenkins

Charles R. Middleton and John S. Geary

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Gifts of \$1,000-\$2,499

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Kathy McLoughlin

Rebecca Haag

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Bernice Melov

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David Hish

Rebecca Schiff

Douglas Hull

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Jerry Wilbur and Bea Miller

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Liz Armstrong



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2009 Annual Report
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Stephen Melcher
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Gregory Brown
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Margaret R. Fuller
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David Knepprath
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