



**PFLAG National  
2011 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 FY2011**

- 1. Build Organization Capacity:** Provided field training and one-on-one support to 100 chapters in 20 states; created and executed a nationwide needs-assessment chapter survey; developed and instituted a series of five chapter skill-building webinars; and added a video component to the Stories section of the PFLAG National website. Accomplished field-based support and training to 125 chapters in 25 states; created and executed a nationwide needs assessment survey, launched both Focus on the Field and PFLAG Academy Online with a suite of webinars and online support trainings; conducted a national convention; supported a series of regional conference calls and build out of a state infrastructure. Reorganized core functions of the organization to integrate chapter support and external affairs for maximum effectiveness.
- 2. Advancement in Public Policy :** Continued our leadership role in moving the Every Child Deserves A Family Act forward, which secured more than eight co-sponsors and 90 organizations who support the legislation. Supported numerous strategies to advance federal safe schools legislation including an Advocacy Day that led to the addition of 15 new sponsors. Worked on numerous projects with administration officials relating to the repeal of Don't Ask, Don't Tell and the implementation of the hate-crimes legislation. Supported PFLAG efforts at a state and local level to begin leveraging the power of the family and ally voice to defeat anti-LGBT legislation and advance supportive measures.
- 3. Making Schools Safer:** Conducted, through PFLAG safe schools teams, eight certification trainings around the country, and provided follow-up assistance to training recipients; advanced the efforts of the *Claim Your Rights* and *Cultivating Respect: Safe Schools for All initiatives*. Presented to, tabled and published with the School Safety Advocacy Council, National PTA and American School Counselors Association.
- 4. Focus on Faith Communities:** Continued development on a Straight for Equality guide in faith communities. A new faith training was created and introduced at the 2011 National Convention.
- 5. Focus on Chapter Diversity:** Worked with PFLAG's Transgender Network (TNET) to advance support in all chapters around transgender issues. Conducted bi-monthly topic-specific conference calls and developed a diversity toolkit and training that was introduced at the PFLAG National Convention. Provided a series of seed grants to chapters working to expand their outreach.
- 6. Equality in the Workplace:** Facilitated, 45 trainings/consultations in 21 corporations. Created five new workplace-focused trainings and presented our trainings at non-LGBT workplace focused events.

***Learn more at [www.pflag.org](http://www.pflag.org) today.***



**PFLAG National  
2011 Annual Report  
*Looking Forward: Goals & Plans***

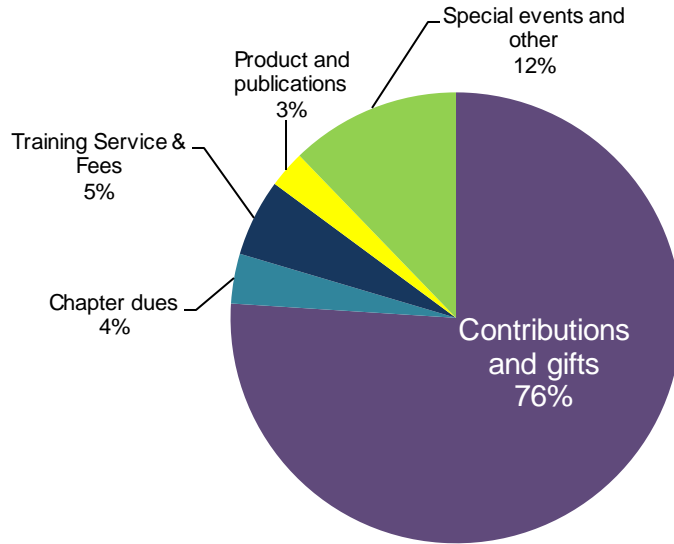
**One-Year Key Planned Accomplishments for FY2012**

1. Build a series of systems and processes to support our efforts to provide training and support to new and existing chapters. Provide field training and one-on-one support to 100+ chapters in 20 states including conducting monthly regional and state conference calls and 13+ regional or state meetings or conferences. Launch the 40th anniversary celebration of PFLAG; launch an advisory council structure to support chapter engagement and leadership pipeline strategies.
2. Build a series of tools and resources to support numerous advocacy issues or campaigns including Hate Crimes Prevention, GOTV, Advocacy Guides and Toolkits as well as update Bringing the Message Home. Continue education on the Hill on the need for the Every Child Deserves a Family Act, SSIA and SNDA in order to secure new co-sponsors and support. Support chapters in multiple states working on ballot measures through public education campaigns. Work with various federal agencies on advancing supportive rules and regulations and clarifying policies or practices that have unintended consequences. Revise website to update resources available to support the efforts of Cultivating Respect: Safe Schools for All and bring visibility to the efforts of our local chapter work around safe schools. Establish five national alliances to advance our efforts and create tools for chapters to share best practices.
3. Publish and disseminate *Be Not Afraid: Help is on the Way! Straight for Equality in Faith Communities*, publication and resource guide; produce, print and distribute to chapters; offer and present trainings and webinars to PFLAG chapter members to introduce them to new resources and educate them about using and implementing those resources in their chapter work. Update website as well as Field Faith Guide and Toolkit to raise visibility around the intersection of faith and LGBT issues.
4. Create an advisory council of chapter members and subject matter experts on transgender issues; emphasis and coalition work on raising the visibility of best practices around diversity in chapters as well as the development of partnerships.
5. Facilitate 45 corporate Straight for Equality in the Workplace trainings including at least 12 new corporations; develop and host two PFLAG Academy Online sessions focused on diversity and inclusion; develop Ally 2.0, a follow-up publication resource to build on existing progress in educating and engaging straight allies.

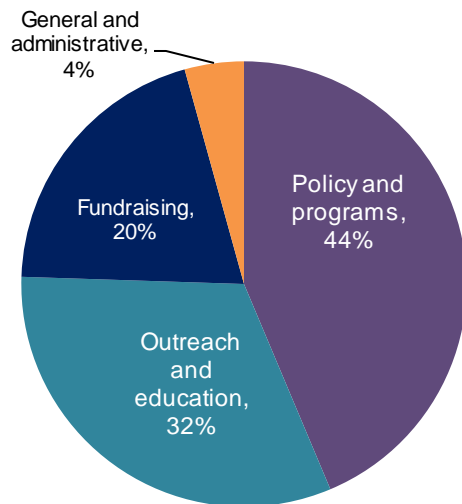


**PFLAG National  
2011 Annual Report  
*Financial Results***

**Revenue & Support**



**Expenses**





**PFLAG National  
2010 Annual Report  
Financial Results**

	<b>2011 Total</b>	<b>2010 Total</b>
<b><i>Revenue and Support</i></b>		
Contributions and Gifts	\$1,847,482	\$ 2,361,314
Training Service Fees	134,647	0
Chapter Dues	86,840	91,872
Sublease Rental	0	12,857
Product and Publications	64,522	49,819
Special Events	293,583	122,542
(Loss) Gain on Sale of Investments	11	95
Other Income	3,309	4,817
<b><i>Total Revenue and Support</i></b>	<b>\$2,430,394</b>	<b>\$ 2,643,316</b>
<b><i>Expenses</i></b>		
Policy and Programs	\$1,348,260	\$ 1,322,319
Outreach and Education	983,612	909,452
General Administration	132,712	94,811
Fundraising and Development	623,374	586,294
<b><i>Total Expenses</i></b>	<b>\$3,087,958</b>	<b>\$ 2,912,876</b>
<b><i>Change in Net Assets</i></b>	<b>-657,564</b>	<b>-269,560</b>
<b><i>Net Assets, Beginning of Year</i></b>	<b>1,936,174</b>	<b>\$2,205,734</b>
<b><i>Net Assets, End of Year</i></b>	<b>\$1,278,610</b>	<b>\$1,936,174</b>

***To see complete audited financial statements, please visit [www.pflag.org/financials](http://www.pflag.org/financials)***



**PFLAG National  
2011 Annual Report  
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Executive Director

**Veronica Browne-Barnes**  
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Deputy Executive Director

**J. Rhodes Perry**  
Director of Policy

**Cesar Hernandez**  
Field and Policy Manager, Western Region

**Jamie Curtis**  
Field and Policy Manager, Eastern Region

**Brooke Smith**  
Field and Policy Manager, Central Region

**Mekina Morgan**  
Diversity Outreach and  
Safe Schools Coordinator

**Equality Partnerships:**

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Director of Equality Partnerships

**Robby Gregg**  
Associate Director of Equality & Diversity  
Partnerships

**Jamie Henkel**  
Equality & Diversity Partnerships Coordinator

**Communications:**

**Liz Owen**  
Director of Communications

**Development:**

**Jared Harrison**  
Director of Development

**Valerie DiPonio**  
Senior Development Coordinator,  
Individual Gifts

**Operations:**

**David C. Manuel, Jr.**  
Director of Operations

*\*Listing as of September 30, 2011.*



**PFLAG National  
2011 Annual Report  
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\*Listing as of September 30, 2010.



**PFLAG National  
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*Our Supporters***

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**PFLAG National would also like to thank our corporate supporters such as Finra, Kenyon & Kenyon LLP, Merck, Noveratis, Jabberwocky Literary Agency, Walmart, and others who supported us through smaller donations, giving campaigns and in-kind support.**



**PFLAG National  
2011 Annual Report  
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***\*\*A special thank you  
to those who have supported  
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*Our Supporters***

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