



**PFLAG National
2008 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 FY2008

1. **Support for Chapters:** Provided field-based support and training to 152 chapters in 29 states in, e.g., strategic planning, membership recruitment/development, and in-district meetings or lobby days.
2. **Cultivating Respect in Schools:** Developed and piloted new Cultivating Respect Safe Schools training and new resource, *Top Ten Ways to Make Schools Safer for All Students*. Conducted 3 full-day safe schools training and 6 mini-trainings. Exhibited at conferences of National School Counselors Association, National PTA, and National School Boards Association.
3. **National Convention:** Produced 3-day national convention for 400+ members and supporters and conducted 150 visits during Capitol Hill Lobby day.
4. **Focus on Faith Communities:** With local chapters, conducted protests of 3 ex-gay conferences and trained other chapters to prepare for 2 upcoming ex-gay conferences. Developed a new faith training and trained members in 7 states.
5. **Engagement of Diverse Communities:** Granted 7 diversity awards to worthy chapter outreach projects. Developed new short-form diversity training and held it for chapters in 6 states. Hired new Diversity Outreach Manager.
6. **Changing Workplace Culture:** Hired a Director of Equality Partnerships and Equality Partnerships Coordinator to lead the national straight ally project. Developed 2 corporate trainings for executives and managers and completed 30 corporate trainings in 11 corporations. Exhibited and presented at 2 non-LGBT diversity and inclusion conferences including the Society for Human Resource Management and the Dr. Johnnetta B. Cole Global Diversity and Inclusion Institute.
7. **Leveraging Technology:** Developed, piloted and introduced new technology service for chapters to create their own websites via the PFLAG National website to make PFLAG National resources more easily accessible at the local level. Helped 75 chapters create websites that are more consistently branded with PFLAG National to increase the PFLAG brand recognition in their local communities.

Learn more at www.pflag.org today.



**PFLAG National
2008 Annual Report
*Looking Forward: Goals & Plans***

One-Year Key Planned Accomplishments for FY2009

1. Provide field training and one-on-one support to 30 new chapters in 15 states.
2. Hire policy manager and work to establish relationships with 50 congresspersons through Hill lobby visits and member in-district meetings.
3. Conduct 7 Cultivating Respect Safe Schools certification trainings for members that results in 28 individual school projects (i.e., in-service trainings, book donations, trainings with gay-straight alliances (GSAs), meetings with school counselors, school policy change).
4. Develop new Faith Field Guide and conduct trainings on it in 10 states.
5. Develop and pilot in 5 chapters a full-day diversity training. Work with pilot chapters on outreach projects based on the training and associated PFLAG-provided resources.
6. Facilitate 35 corporate Straight for Equality in the Workplace trainings in 15 corporations. Present or exhibit Straight for Equality materials at 2 non-LGBT diversity and inclusion conferences.

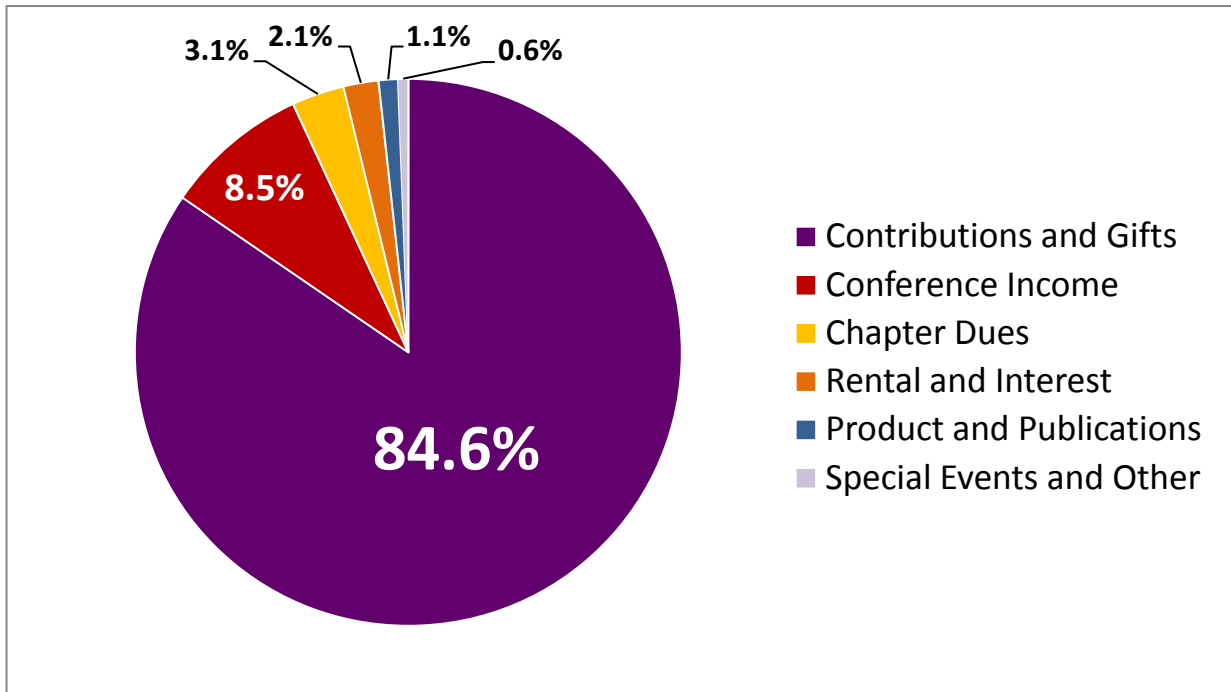
Five-Year Key Planned Accomplishments for FY2009-2013

1. Provide field training and support to 650 chapters /affiliates to develop more parent, family, straight ally, and LGBT leaders to advance LGBT equality at local, state, and federal levels.
2. Work with our collaborating national organization partners to enact 2 of 5 pieces of target federal policy: hate crimes, the Employment Non-Discrimination Act (ENDA), safe schools, repeal of "Don't Ask, Don't Tell" (DADT), and the repeal of the Defense of Marriage Act (DOMA).
3. Certify 600 parent trainers to reduce bullying, harassment and violence based on actual or perceived sexual orientation, gender identity or expression in schools or youth-based environments (e.g., foster care, juvenile detention).
4. Develop, pilot and assess diversity training for members of chapters in 24 states to create local coalitions between PFLAG chapters and organizations targeting diverse individuals, families and communities.
5. Facilitate 150 Straight for Equality consultations and trainings in workplaces, faith communities, civic groups and schools to create new straight allies to become engaged to advance LGBT equality.

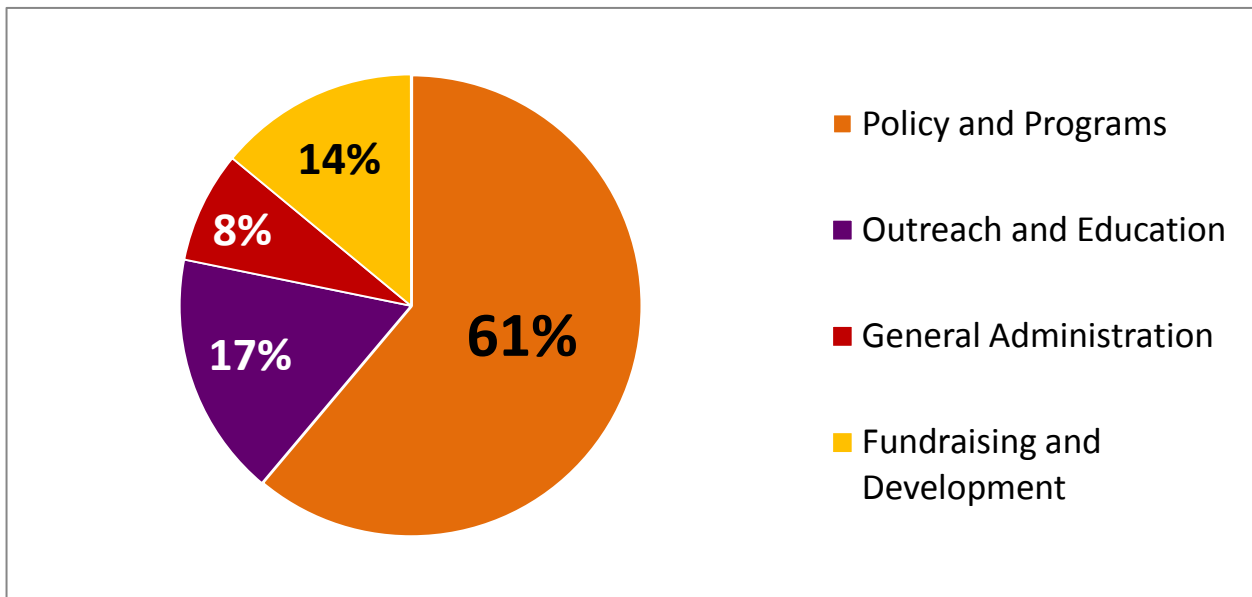


**PFLAG National
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Financial Information**

Revenue & Support



Expenses





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Financial Information**

2008 Audited Financials

	2008 Total	2007 Total
<i>Revenue and Support</i>		
Contributions and Gifts	\$ 2,819,832	\$ 3,004,736
Conference Income	284,200	165,500
Chapter Dues	103,800	97,645
Rental and Interest	68,867	63,152
Product and Publications	38,187	26,748
Special Events and Other	19,956	23,704
<i>Total Revenue and Support</i>	\$ 3,334,842	\$ 3,381,485
<i>Expenses</i>		
Policy and Programs	\$ 1,829,093	\$ 1,574,867
Outreach and Education	510,792	443,282
General Administration	232,869	161,733
Fundraising and Development	419,534	445,270
<i>Total Expenses</i>	\$ 2,992,288	\$ 2,625,152
<i>Change in Net Assets</i>	\$ 342,554	\$ 756,333
<i>Net Assets, Beginning of Year</i>	1,842,582	1,086,249
<i>Net Assets, End of Year</i>	\$ 2,185,136	\$ 1,842,582



**PFLAG National
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National Board Listing***

OFFICERS OF THE BOARD OF DIRECTORS

JOHN CEPEK, National President
Indian Head Park, IL

SHELLEY CRAIG, Vice-President
Miami, FL

MIKE NEUBECKER, Vice-President/
Regional Directors Council Chair
Brownston, MI

WALTER SCHUBERT, Treasurer
New York, NY

DAVID HOROWITZ, Secretary
Akron, OH

THE BOARD OF DIRECTORS

CAROLE BENOWITZ • *Delray Beach, FL*

DALE BERNSTEIN • *New York, NY*

DIANE GHERSON • *Somers, NY*

STEVE KRANTZ • *Los Angeles, CA*

JULIA LENNOX • *New York, NY*

JERRY MILLER • *Hendersonville, NC*

ALAIN MONTOUR • *New York, NY*

PEGGY D. MOORE • *Greenwich, CT*

DAVID N. PARKER • *Greensboro, NC*

ROBERT REEDER • *Conway, SC*

REBECCA SCHIFF • *Brighton, MA*

NADINE SMITH • *Tampa, FL*

WALT SWANSTON • *McLean, VA*

DANIEL TEPFER • *Beavercreek, OH*

SAMUEL THORON • *San Francisco, CA*

ERIC WATSON • *Salisbury, NC*

**Board listing as of STARTDATE to ENDDATE.*

PFLAG REGIONAL DIRECTORS COUNCIL

MIKE NEUBECKER • *Regional Director Chair & Vice-President of the Board*

ROBERTA BARRY • *Northeast Region (ME, CT, VT, NH, MA, RI)*

KAY HEGGESTAD • *Northern Plains Region (MN, ND, SD, WI)*

LANCE HELMS • *Gulf Region (AL, FL, GA, MS, PR)*

JEAN HODGES • *Mountain West Region (AZ, CO, NM, UT, WY)*

STEVE KRANTZ • *Southern Pacific Region (Southern CA, HI)*

MARCIE MATHIS • *Pacific Northwest Region (AK, ID, MT, OR, WA)*

JERRY MILLER • *South Atlantic Region (NC, SC, TN, KY)*

CAROLE REEDER • *North Atlantic Region (NY, NJ, PA)*

DEBRA SMITH • *Great Lakes Region (IL, IN, MI, OH)*

PAM WHITELEY • *Mid-Pacific Region (Northern CA, NV)*



**PFLAG National
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*National Staff Listing****

Executive Office:

Jody M. Huckaby
Executive Director

Nina Manila
Executive Office Administrator

Field and Policy:

Elizabeth Brown
Director of Policy and Programs

J. Rhodes Perry
Policy Manager

Jamie Curtis
Field and Policy Coordinator, Eastern Region

Kimberly Jones
Field and Policy Coordinator, Western Region/
Diversity Outreach Manager

Brooke Smith
Field and Policy Coordinator, Central Region

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

Kayne Karnbach
Development Coordinator

Operations:

David C. Manuel, Jr.
Director of Operations

Jamie Henkel
Operations Assistant