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.
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.

PFLAG National
2009 Annual Report
Financial Results

Revenue & Support

- Contributions and gifts: 87%
- Chapter dues: 3%
- Rental and interest: 2%
- Product and publications: 1%
- Special events and other: 3%

Expenses

- Policy and programs: 48%
- Outreach and education: 30%
- Fundraising: 17%
- General and administrative: 5%
### Revenue and Support

<table>
<thead>
<tr>
<th>Source</th>
<th>2009 Total</th>
<th>2008 Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Contributions and Gifts</td>
<td>$2,764,057</td>
<td>$2,827,333</td>
</tr>
<tr>
<td>Conference Income</td>
<td>21,000</td>
<td>96,507</td>
</tr>
<tr>
<td>Chapter Dues</td>
<td>99,496</td>
<td>103,800</td>
</tr>
<tr>
<td>Sublease Rental</td>
<td>50,417</td>
<td>48,945</td>
</tr>
<tr>
<td>Product and Publications</td>
<td>36,567</td>
<td>46,564</td>
</tr>
<tr>
<td>Special Events</td>
<td>259,509</td>
<td>182,503</td>
</tr>
<tr>
<td>(Loss) Gain on Sale of Investments</td>
<td>(33,378)</td>
<td>295</td>
</tr>
<tr>
<td>Other Income</td>
<td>3,756</td>
<td>28,895</td>
</tr>
<tr>
<td><strong>Total Revenue and Support</strong></td>
<td>$3,201,424</td>
<td>$3,334,842</td>
</tr>
</tbody>
</table>

### Expenses

<table>
<thead>
<tr>
<th>Category</th>
<th>2009 Total</th>
<th>2008 Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Policy and Programs</td>
<td>1,520,265</td>
<td>$1,829,093</td>
</tr>
<tr>
<td>Outreach and Education</td>
<td>941,877</td>
<td>510,792</td>
</tr>
<tr>
<td>General Administration</td>
<td>165,731</td>
<td>232,869</td>
</tr>
<tr>
<td>Fundraising and Development</td>
<td>552,953</td>
<td>419,534</td>
</tr>
<tr>
<td><strong>Total Expenses</strong></td>
<td>3,180,826</td>
<td>$2,992,288</td>
</tr>
</tbody>
</table>

### Change in Net Assets

<table>
<thead>
<tr>
<th>Description</th>
<th>2009 Total</th>
<th>2008 Total</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Change in Net Assets</strong></td>
<td>20,598</td>
<td>$342,554</td>
</tr>
<tr>
<td><strong>Net Assets, Beginning of Year</strong></td>
<td>2,185,136</td>
<td>1,842,582</td>
</tr>
<tr>
<td><strong>Net Assets, End of Year</strong></td>
<td>$2,205,734</td>
<td>$2,185,136</td>
</tr>
</tbody>
</table>

*To see complete audited financial statements, please visit www.pflag.org/financials*
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.
Officers of the Board of Directors:

John Cepek, National President
Indian Head Park, IL

David Horowitz, Vice President
Akron, OH

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

Walter Schubert, Treasurer
New York, NY

Peggy Moore, Secretary
Greenwich, CT

The Board of Directors:

Carole Benowitz • Delray Beach, FL
Dale Bernstein • New York, NY
Shelley Craig • Miami, FL
Babs Bell Hajasiewicz • Atlanta, GA
Diane Gherson • Somers, NY
Jean Hodges • Colorado Springs, CO
Steve Krantz • Los Angeles, CA
Julia Lennox • New York, NY
Jerry Miller • Hendersonville, NC
Alain Montour • New York, NY
David N. Parker • Greensboro, NC
Rebecca Schiff • Brighton, MA
John Tantillo • New York, NY
Daniel Tepfer • Beavercreek, OH
Samuel Thoron • San Francisco, CA
Eric Watson • Salisbury, NC
Sy Zivan (ex-officio) • Pittsford, NY

Regional Directors Council:

Roberta Barry • Northeast Region
Jaime Combs • South Atlantic Region
Kay Heggestad • Northern Plains Region
Lance Helms • Gulf Region
Jean Hodges • Mountain West Region
Steve Krantz • South Pacific Region

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.*
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)
- WilmerHale
- EMC
- GE Foundation
- 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, Ltd
- 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
Individuals

Gifts of $250,000 and above
Anonymous

Gifts of $100,000 and above
Robert S. White

Gifts of $25,000-$99,999
James C. Swanson
Daniel Renberg and Gene Kapaloski

Gifts of $10,000-$24,999
Bruce Bastian
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

Gifts of $5,000-$9,999
Mark G. Wade and Jeffrey Lechleiter
Dale Brodsky Bernstein and Gary Bernstein
Dody B. Goldstein and Avram Goldstein
Daniel and Nancy S. Tepfer
Becky and John Glezen
Robert A. and Myrna Bernstein
Perry L. Patterson and Joel Leander
James C. Hormel and Michael P. Nguyen
Leslie and Bill Biggs
Chandler and Paul Tagliabue
Ted Childs

Gifts of $2,500-$4,999
David W. Miles and Larry Ahl
Gardner P. Pond
Jody Michael Huckaby and Stephen Goolsby
Joan and Thom Parrott-Sheffer
Mona M. Borkowski
David M and Toby Horowitz
Douglas Freeman
Mike A. and Janice Lynn Neubecker
Babs Bell and Jerry Hajdusiewicz
Thomas and Marie Jenkins
Charles R. Middleton and John S. Geary
Susan Patton and Dani Toye

Gifts of $1,000-$2,499
Jim and Sue Null
Elizabeth Lorde-Rollins and Judy Boals
Kathy McLoughlin
Rebecca Haag
Jim Noble and Zelda Zimbabwe
Bernice Melov
Dear Abby
Martha Wright and Arthur Kuckes
George M. Wetzel
Glenn T. Ezell
Kay Heggestad and Paul Wertsch
Jean and John Hodges
Robert Rosencrans
Shirley Cooper
Christopher M. Whelan and John J. Conaboy
John H. Merey
Catherine Syrett
Darrell Taylor
Amy and Tom Marano
John M. LeBedda and Steven B. Jacobs
Brent Willmott and Troy Greenstreet
Jean-Marie Navetta and Jude Medeiros
Alain Montour
Richard Sorian
Jason Mallory
David Pritchard
Jack and Doris Mandusky
Carole Linda and Morty Benowitz
David P. and Elizabeth G. Davis
David Hish
Rebecca Schiff
Douglas Hull
Kicab Castaneda-Mendez
Jerry Wilbur and Bea Miller
Steve Krantz and Annick Harrison-Krantz
Larry J. and Lynette Sperber
Lil and Bruce Venner
Joseph Baran
John Hering
Thomas Arlander
Paul and Betty Beeman
Ken Prag and Steve Collins
Liz Armstrong
Gary and Mildred Watts
David W. Knapp
John Nordwall
Jeffrey A. Willard
G. Lee Fitzgerald and George Kohn
Jeff Iorillo and Roel Hinojosa
Arnold T. Schwab and Douglas A. Johnson
Steven P. Loch
Patricia Sousa
Kirk Perrow and David D. Pugh
Mark R. Lyon
Mark S. Rubnitz
Allan D. Gilmour and Eric Jirgens
Scott Vaughan
Robert Eichler
Mary Kay Ring
Mary and Terry Vogt
Robert W. Neil Donna Neil
Harvey Chasser
James Connell
John Alchin
Jeanna French
George and Julie Mosher
Matthew R. Richard
Amy Rao
Donna McMillan
Frank Oldham
Sigourney Weaver and Jim Simpson

Gifts of $500-$999
Lois Harrison
Carole and Robert Reeder
Roberta and John L. Barry
Patty Brown-Tillman
Joan S and David N Parker
Alan James Lang and Patrick Rass
John W. and Kirsten Kingdon
James E. Dobkins
Timothy W. Harper and Michael Rutkowski
John Stellmack
Burton Gerber
Ed French
Phil Brandt and Alberto Rivera
Rosemary M. Freeman
John and Liz Hoggard
Richard N. Peterson and Wayne Bradley
Margaret Davidson Campo
Brian M. Scott
Carol L. Novak
Shelly Ossana and Candace Galen
Rima Goldman and Karen F. Kartch
Robert W. Funk
Brad Casolo
Mary A. Weeks
Andra M. Rose and Joshua S. Goldstein
Frederick Weldy
Arnold and Mieneke Drake
Charles Jewett
Suzanne Greenfield and Joseph Shapiro
David Glynn
Lance Helms
Sy and Karen Zivan
Jonathan C. Rock ad Patrick Delacruz
Matt McClanahan
Steve Ralls and Declan Amatus
Arthur H. and Marylou Langdon
Laura I. Kramer and Debbie Markette
Kathy Massey
Donald Toumey
Robert James
Linda and Patrick Milligan
Michael C Goldman
Sibyl White
Mark Bitgood
Robert and Carole Reeder
Yalek Ho
Robert and Rose Ann Hoy
Kimball Page
Ann M. Wilger
Stephen D. Prater
Mae Stadler
Marilyn and William Rosskam
Ellen Halle
Deborah and Kenneth Peyer
Louis Denkovic
John and Susan Skinner
Pamela and Erik Whiteley
Elaine and Evan Hazard
John Manley
Jerry and Linda K. Warden
L. Kyle Rowley
Joann F. and Joseph Elder
Sarah Draper