



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

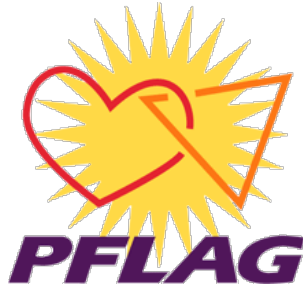
PFLAG's Mission:

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.

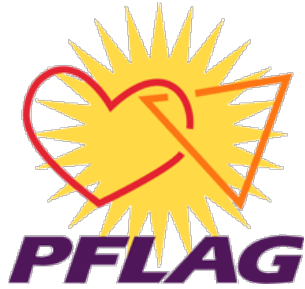
Learn more at www.pflag.org today.



**PFLAG National
2009 Annual Report
*Looking Forward: Goals & Plans***

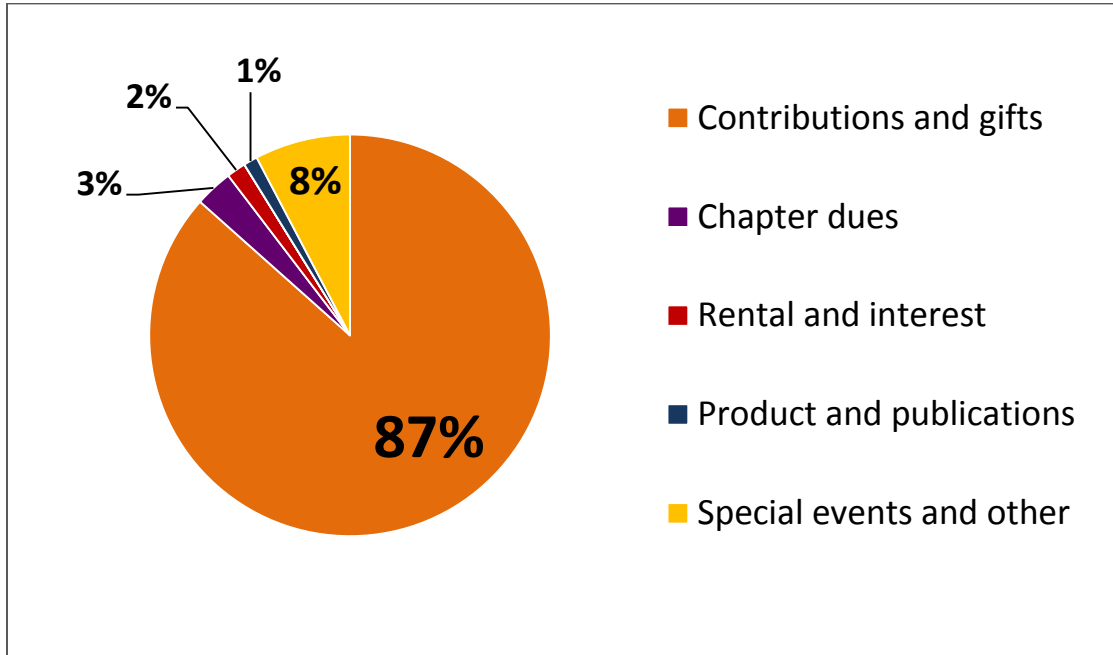
One-Year Key Planned Accomplishments for FY2010

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.

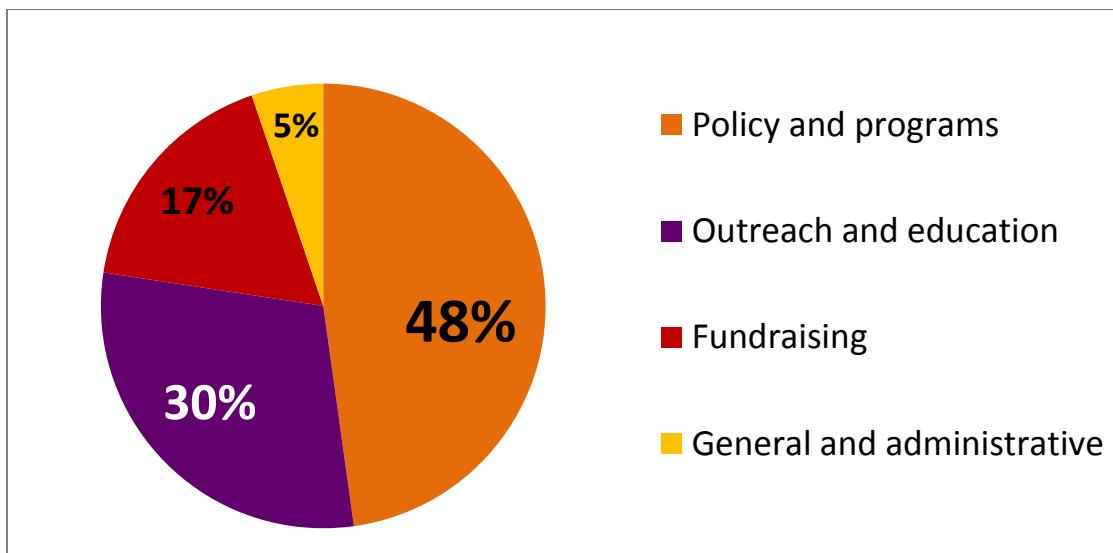


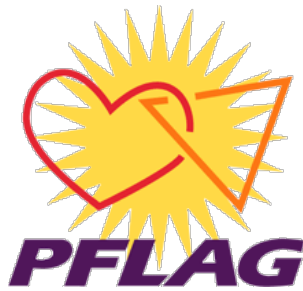
**PFLAG National
2009 Annual Report
Financial Results**

Revenue & Support



Expenses

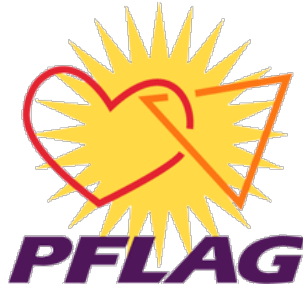




**PFLAG National
2009 Annual Report
Financial Results**

	2009 Total	2008 Total
Revenue and Support		
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
Total Revenue and Support	\$3,201,424	\$ 3,334,842
Expenses		
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
Total Expenses	3,180,826	\$ 2,992,288
Change in Net Assets	20,598	\$ 342,554
Net Assets, Beginning of Year	2,185,136	1,842,582
Net Assets, End of Year	\$ 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

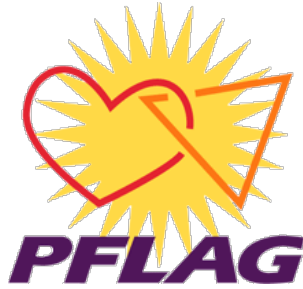
Adam Kramer
Development Assistant

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
Regional Directors Listing***

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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

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Julia Lennox • *New York, NY*

Jerry Miller • *Hendersonville, NC*

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Kay Heggstad • *Northern Plains Region*

Lance Helms • *Gulf Region*

Jean Hodges • *Mountain West Region*

Steve Krantz • *South Pacific Region*

Carole Reeder • *North Atlantic Region*

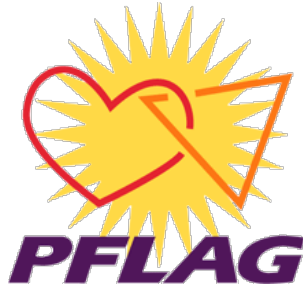
Kathy Reim • *Pacific Northwest Region*

Deb Smith • *Great Lakes Region*

Julie Thompson • *Southern Region*

Pam Whiteley • *Northern Pacific Region*

*Listing as of September 30, 2009.



**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)

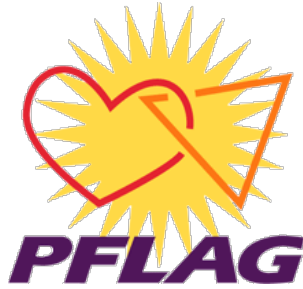
WilmerHale
EMC
GE Foundation
Dow Chemical Foundation
Air Products
American Airlines
American Express
Bolthouse Farms
Campbell Soup Company
Interpublic Group
Kellogg Company
Marriott Corporation
Mitchell Gold + Bob Williams
National Grid
Northrup Grunman Corporation
PricewaterhouseCoopers LLC
Replacements,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

Robert S. White

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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James C. Hormel and Michael P. Nguyen

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Chandler and Paul Tagliabue

Ted Childs

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David Hish

Rebecca Schiff

Douglas Hull

Kicab Castaneda-Mendez

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Larry J. and Lynette Sperber

Lil and Bruce Venner

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Thomas Arlander

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Ken Prag and Steve Collins

Liz Armstrong



PFLAG National
2009 Annual Report
Our Supporters

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James Connell
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Jeanna French
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Amy Rao
Donna McMillan
Frank Oldham
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Gifts of \$500-\$999

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Joan S and David N Parker
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John W. and Kirsten Kingdon
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