



**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 today.



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

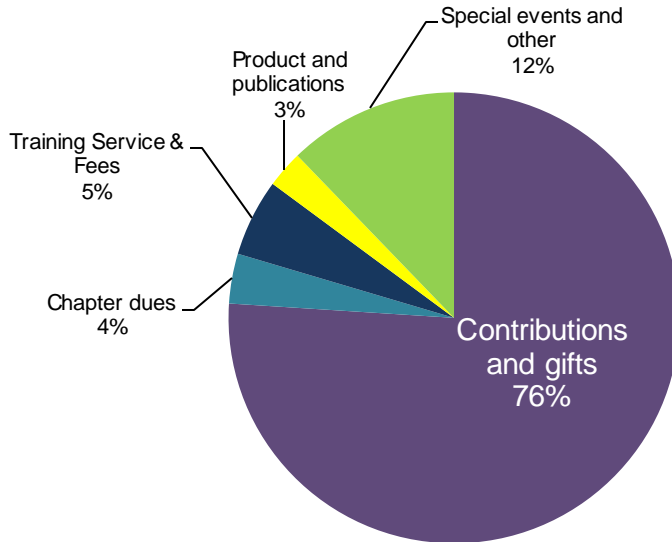
One-Year Key Planned Accomplishments for FY2012

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.

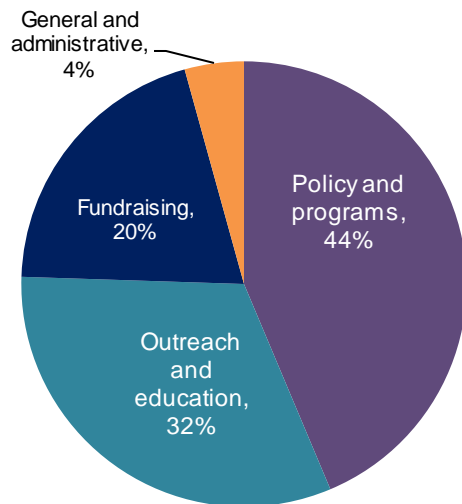


**PFLAG National
2011 Annual Report
Financial Results**

Revenue & Support



Expenses





**PFLAG National
2010 Annual Report
Financial Results**

	2011 Total	2010 Total
<i>Revenue and Support</i>		
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
<i>Total Revenue and Support</i>	\$2,430,394	\$ 2,643,316
<i>Expenses</i>		
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
<i>Total Expenses</i>	\$3,087,958	\$ 2,912,876
<i>Change in Net Assets</i>	-657,564	-269,560
<i>Net Assets, Beginning of Year</i>	1,936,174	\$2,205,734
<i>Net Assets, End of Year</i>	\$1,278,610	\$1,936,174

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



**PFLAG National
2011 Annual Report
National Staff Listing***

Executive Office:

Jody M. Huckaby
Executive Director

Veronica Browne-Barnes
Executive Office Administrator

Field and Policy:

Elizabeth Kohm
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:

Jean-Marie Navetta
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
National Board and
Regional Directors Listing***

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

John Tantillo, Treasurer
New York, NY

Margaret (Peggy) Moore, Secretary
Greenwich, CT

The Board of Directors:

Roberta Barry • *Keene, NH*

Dale Bernstein • *New York, NY*

Rev. Gilbert Caldwell • *Asbury Park, NJ*

Shelley Craig • *Miami, FL*

Babs Bell Hajdusiewicz • *Atlanta, GA*

Kay Heggstad • *Madison, WI*

Jean Hodges • *Colorado Springs, CO*

Steve Krantz • *Los Angeles, CA*

Julia Lennox • *New York, NY*

Alba Martinez • *Lansdale, PA*

Alain Montour • *New York, NY*

David N. Parker • *Greensboro, NC*

Rebecca Schiff • *Brighton, MA*

Daniel Tepfer • *Beavercreek, OH*

Samuel Thoron • *San Francisco, CA*

Sy Zivan (ex-officio) • *Pittsford, NY*

Regional Directors Council:

Roberta Barry • *Northeast Region*

Kay Heggstad • *Northern Plains Region*

Jean Hodges • *Mountain West Region*

Steve Krantz • *South Pacific Region*

Carole Reeder • *North Atlantic Region*

Kathy Reim • *Pacific Northwest Region*

Joni Stacy • *Central Region*

Dan Tepfer • *Great Lakes Region*

Julie Thompson • *Southern Region*

Pam Whiteley • *Mid-Pacific Region*

Open • *South Atlantic Region*

Open • *Gulf Region*

Open • *Mid-Atlantic Region*

*Listing as of September 30, 2010.



**PFLAG National
2011 Annual Report
*Our Supporters***

Corporations

Amethyst (\$75,000 and above)

KPMG
Johnson & Johnson
Wells Fargo
Wilmer Hale

Emerald Sponsor (\$50,000 and above)

MetLife

Topaz (\$25,000 and above)

American Airlines
Booz Allen Hamilton
Credit Suisse

Garnet (\$10,000 and above)

Alcoa
AOL
Barclays
Chartis Insurance
Delhaize America
IBM
Kellogg Company
Marriott Corporation
Northrop Grumman
NYSE Euronext
Replacements, Ltd
Sodexo

Ruby (\$5,000 and above)

Adecco
Global Novations
Krol Vodka
United Way Worldwide
UPNC

Foundations & Organizations

Aetna Foundation
Astraea Lesbian Foundation for Justice
Binnacple Family Foundation
The Chicago Community Trust
The Columbine Foundation
Community Foundation for Southeastern Michigan
Charles and Lynn Schuesterman Family Foundation
Community Foundation for Greater Buffalo
Dow Chemical Foundation
Fidelity Charitable Gift Fund
Freya & Richard Block Family Foundation
GE Foundation
Gill Foundation
The Gilmour-Jirgens Fund
The Gray Jacklin Charitable Trust
Horizons Foundation
The Jay and Rose Phillips Family Foundation
Jewish Community Endowment Fund
Kevin J. Mossier Foundation
The Marilyn and Jeffrey Katzenberg Foundation
Morey Bernstein Memorial Foundation
The New York Community Trust
Oak Ridge Unitarian Universalist Church
Ober Family Fund of the Princeton Area Community
Princeton University
Schwab Charitable Fund
Sexton Family Foundation
Silicon Valley Community Foundation
Slater Family Foundation
Tides Foundation
Tulsa Community Foundation
United Jewish Federation
Vanguard Charitable Endowment Program
Wells Fargo Foundation
Wm. Wrigley Jr. Company Foundation
World Bank Community Connections Fund
W W and Anne Jones Charitable Trust

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
Our Supporters**

*****A special thank you
to those who have supported
our work through bequests*****

Individuals

Gifts of \$250,000 and above

Anonymous

Gifts of \$100,000 and above

Clarence E. Anderson**

William Zilko**

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

Frank B. Bondurant**

Jay Conti**

Eugene Kapaloski and Daniel H. Renberg

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

Brook Glaefke

Pickett M. Guthrie and Bob Guthrie

Mitzi Henderson

Ann Podolske and Linda M. Small

James Wozniak**

Gifts of \$5,000-\$9,999

Noelle Antonin

Leslie Biggs and Bill Biggs

Brad Gorman

Robert Greenblatt

James C. Hormel and Michael P. Nguyen

Michael Leppen

David W. Miles and Larry Ahl

Margaret D. Moore and Bob Moore

Brian Singer

Suzanne Townsend

Xena Ugrinsky

Gifts of \$2,500-\$4,999

Dale B. Bernstein and Gary Bernstein

Paula Brill

John Cepek and Charleen Cepek

Roland Emmerich

Becky Glezen and John Glezen

Nany N. McDonald and Joseph L. McDonald

Perry L. Patterson and Joel Leander

Karen Price

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

John Alchin

Mary H. Allison

Kenda M. Autumn

Joseph Baran

Betsy L. Billard

Susan S. Channing

Angel DeJesus

Ed DiPaolo and Kim DiPaolo

Joseph P. Dominguez

Glenn T. Ezell

G. Lee Fitzgerald and George Kohn

Beverly Frank

Gretechn F. Frasier and Cline F. Frasier

Phyllis Friedman

Babs Bell Hajdusiewicz and Jerry Hajdusiewicz

W. David D. Hardy

Jill Hartman

Rogers Hartmann

Henry H. Hawley and George S. Vassos

Kay Heggstad

Candace Hirsch

Henry S. Kingon and Jodi Kingdon

David W. Knapp

Leonard W. Kraisel

Brian K. Langdon

Julia Lennox

Michael Leppen

William Libby and Marie Libby

Paul Luzetski

Bernice Melov

John H. Meroy

John M. Martelli and Paul Coluzzi

George Mosher and Julie Mosher

Jean-Marie Navetta and Jude Medeiros

Jim Noble and Zelda Zimbabwe

John Nordwall

Jeff Olde

Donald R. Owens and Bess Owens

Gardner P. Pond

Kirk Perrow and David D. Pugh

Stephen Rennels



**PFLAG National
2011 Annual Report
*Our Supporters***

Gifts of \$1,000 - \$2,499 (continued)

Brian M. Scott
Linda Serna
Mary K. Ring
Walter T. Ropchan
Michael Rourke
Mark S. Rubnitz
Mariette Sawchuk and Alex Sawchuk
Michael Schober
Arnold T. Schwab and Douglas A. Johnson
Adam Shankman
Richard Smith
Lawrence Sperber and Lynette Sperber
Timothy A. Stiles
Catherine Syrett
Daniel Tepfer and Nancy S. Tepfer
Scott Vaughan
Kevin Van Wanseele
Jeffrey A. Willard
Barbara Ann Young

Gifts of \$500 - \$999

Alex Alacche
Vincent Antonelli
Liz Armstrong
Tod G. Beckett-Frank and Craig J. Beckett
Geneva Belford
Martin Biallas
Joshua A. Boneh
Virgil Bonneau
Joan Bortnicker and Brian Bortnicker
William Briggs
Gregory Brown
Neil Brown and Lori Brown
John Burchett
Daniel Burnstein and Martin Martinez
Bill Busse
Margaret Byer
Judith Campbell
Lynda L. Carcione and Joe Carcione
Brad Casolo
Dawn Ceizler
Paul Christensen
Daniel Cohen
Linda Costa
James K. DiCarlo

Joe DiGiacomo
Sarah Draper
Edward F. Dube
Joel Dixon
Sterling Dorman and Chester Dorman
Howard Druckman
Carolyn Finken Dove and Glen Dove
Stella J. Fitzgibbons and Michael Fitzgibbons
Dirk Freytag
Alan Friel
Margaret R. Fuller
Michelle Gadsden-Williams and David Williams
Thomas J. Gallagher
Alessandro A. Galvani
Sue S. Gilbert
Samuel S. Gordon and Joseph Henry
Renee Hanson
Charlaine Harris
Theresa H. Hartmann
Kathy Heilig
John Hering
Jean Hodges and John Hodges
Lori Hollander and Bob Hollander
Marion L. Howe
David M. Horowitz and Toby Horowitz
Peggy Horsfield and Bill Horsfield
Jody M. Huckaby and Stephen Goolsby
Jane Inch
Georgette Jasen
Thomas M. Jenkins and Marie M. Jenkins
Ben Patrick P. Johnson
Deryn Johnson
Gay Jones
Ledro Justice
Audrey Kancler and Ed Kancler
John F. Kelly
Winston Kile
Kristin Kinard and Dennis Coombs
Mark King and John Libby
Steve Krantz and Annick Harrison-Frantz
Randy Laroche
Christina Leon
Fred Levine and Ellen Levin
Hyla Levine
Lisa Loeb
Catherine Lubchenko and Mark A. Urbach
Rebecca Lula



**PFLAG National
2011 Annual Report
*Our Supporters***

Sheila Lopze-Aguirre
Kathleen K. Madden
Matthew Madden
Jack Mandusky and Doris Mandusky
John Manley
Lee Marcroft and Christine Marcroft
Karen Mason and Barry Mason
Julia M. McCoy and Vicki McNell
Nancy N. McDonald and Joseph L. McDonald
Regina McGrath
Kathy McLoughlin
Donna McMillan
Henry Messer and Carl House
Alice Miller and Starshine Miller
Kevin S. Montgomery and Dennis Duban
Judith Navetta
Mike A. Neubecker and Janice L. Neubecker
Doug Nieters
Roger Norton
Scott Obenshain and Virginia Obenshain
Shannon Ogg
Marty Olson and Margaret Olson
Shelly Ossana and Candace Galen
David N. Parker and Joan S. Parker
Brian Pendleton
James Perry and Robert Horton
Diane Peterson and Andy Peterson
James M. Pierce and Rick T. Cresswell
David W. Poole and Douglas Moore
Smith T. Powell and Eva M. Janzen Powell
David Pritchard
Mark Podrazik
Lester Poretsky
Ken Prag and Steve Collins
Doreen A. Quinn
Kathy Reim and Robert Reim
Nancy Retzlaff and Ray Retzlaff
Matthew R. Richard
Sarah de Ris
Mary Rosales and Sal Rosales
Andra M. Rose and Joshua S. Goldstein
Emily A. Rosenberg
Bonnie F. Rothman
Mark S. Rubnitz
Anthony Russo and Brad Prunty
Rebecca Schiff
Robert Schloss and Justin Wynn

Jeff T. Sebak
Robert Shadur and Sue Shadur
Patricia Sousa
John Scherer
Adam Shankman
Robert J. Smolin
William H. Snowman
Howard Stark
Larry D. Stonesifer
Scott Strassner
Gary Swenson
Samuel Thoron and Julia M. Thoron
Anita Tobin and Tom Tobin
Louis Vega
Karen Vicario
Frederick Weldy
George M. Wetzell
John White and Mary B. White
Julie Wilson and Craig Wilson
Janet Worsham
Ken-Tien Yu
Andres Zervigon

PFLAG National would also like to thank our supporters who donate at smaller levels, who are too numerous to mention.

These thousands and thousands of donors are critical to the work we do.