
2007 PFLAG Annual Report
PFLAG IS YOU.
Each of us comes to PFLAG for our own, unique reasons. I first became part of this incredible organization when my own son came out, and I was compelled to work as hard as I can to ensure that he grows up in a country that treats him equally, respects his contributions and imparts to him the same basic rights every American should enjoy. Many other parents have similar stories, and other PFLAG members find us because a co-worker is facing discrimination at work, a nephew has been booted from our armed forces under “Don’t Ask, Don’t Tell,” or a fellow student has faced anti-gay harassment at school. But one thing remains clear: We all come to PFLAG to embark on a journey together and to make our communities, and our country, a more welcoming, affirmative place for our lesbian, gay, bisexual and transgender loved ones.

Just over the past year, we have come a long way on our journey together. And while our journey is not yet done, we know that PFLAG’s work has moved us immeasurably forward toward our vision of a society that embraces everyone, including those of diverse sexual orientations and gender identities.

Just as importantly, however, we have seen the real impact PFLAG has in every corner of our country.

That is the power of PFLAG: More than 500 chapters, and 200,000 members and supporters, who are making a difference, every day, in every aspect of our lives. We are on a journey together, and taking important steps toward equality, because each of you has joined us in this historic effort.

I am honored to be on that journey with you, and to be part of the PFLAG family of those marching together, moving equality forward.

Sincerely,

John R. Cepek
PFLAG National President
No other organization moves equality forward quite like PFLAG. We bring together a diverse coalition of allies – a “big tent” that includes our community, families, friends and other supporters – to build a critical grassroots movement for progress. Our powerful chorus of Americans from every community, and every walk of life, sends a powerful message to our country and our elected leaders that fairness is the most American of ideals.

Together, we made 2007 PFLAG’s most exciting year yet. We launched a new program to empower our straight allies to speak up. We sent an unmistakable message to Congress that we will not leave any of our loved ones behind. We sat down with Oprah Winfrey to talk about the amazing diversity of our families. And, in partnership with more than 500 PFLAG chapters in every state, we stood up – time and again – to fight for progress and equality in our communities, our schools and our workplaces.

In October, PFLAG launched an ambitious new project to expand the sphere of those working for lesbian, gay, bisexual and transgender rights. Our unique “Straight for Equality” project adds an important new element to our movement. Because we each know that we must mobilize a large community of supporters – beyond just LGBT Americans – to move equality forward, “Straight for Equality” encourages our heterosexual allies to speak up against anti-LGBT speech; support their LGBT friends; and “come out” as an advocate for fairness everywhere. Already, thousands of allies have logged onto www.straightforequality.org and taken the pledge.

The year ahead will present new opportunities and new challenges to move PFLAG’s work forward. We will remain ready and able to seize those opportunities – and meet those challenges – because of the commitment, passion and dedication of each of you. Because, whether you are a parent of a child who has just come out, a co-worker who wants your workplace to treat everyone fairly, a long-time activist, or a member of the clergy who believes that faith demands fairness . . . PFLAG is You.

Sincerely,

Jody M. Huckaby
Executive Director
BRINGING THE MESSAGE HOME:
PFLAG’S FIGHT FOR LEGISLATIVE CHANGE

PFLAG members represent virtually every Congressional district in our country. In fact, there is barely an elected official who has not heard from a PFLAG supporter on issues as diverse as employment non-discrimination, hate crimes, marriage equality, safe schools and “Don’t Ask, Don’t Tell.” Our amazing coalition of grassroots supporters and allies is uniquely positioned to send a powerful, organized and compelling message to those in power: Respect our families, and take care of our friends.
Through our *Bringing the Message Home* campaign, we empowered PFLAG members with the facts and training they need to meet with lawmakers in their home districts. And through our PFLAG lobby day, we brought the message to Washington, too, with hundreds of supporters joining us on Capitol Hill on October 11 – National Coming Out Day – and coming out to meet with lawmakers and tell their stories.

In 2007, PFLAG brought together our members to speak out on essential legislation impacting the LGBT community.

**Employment Non-Discrimination (ENDA)**

PFLAG was proud to help be a leader in the fight for an inclusive federal bill – the Employment Non-Discrimination Act – that would prohibit job discrimination on the basis of sexual orientation and gender identity.

- Thousands of you joined our *People Don’t Get Fired for Being Straight* campaign and sent postcards to lawmakers encouraging them to pass an ENDA that will protect LGBT Americans.

- PFLAG was proud to be a leader in United ENDA, a coalition of more than 300 organizations working to ensure that this historic legislation doesn’t leave our transgender loved ones behind. As a member of United ENDA’s executive committee, PFLAG works to educate elected officials about why a transgender-inclusive bill is so important and that the families of transgender people have a say in how we move our efforts forward.

**Hate Crimes**

PFLAG has been a vocal supporter of the Local Law Enforcement Hate Crimes Prevention Act (also known as the Matthew Shepard Act) and fought hard to prevent the bill’s demise on Capitol Hill. Without a federal hate crimes law that includes the LGBT community, many victims of hate crimes will never see their attackers brought to justice.

- PFLAG partnered with a broad coalition of groups, led by the Leadership Conference on Civil Rights, to strategize how best to move the bill forward, and to mobilize our members in support of the legislation.
• PFLAG supporters logged onto www.pflag.org and used our online advocacy center to send thousands of messages to lawmakers about why the Matthew Shepard Act is so important, and about the lies surrounding the law that have been perpetuated by our opponents.

Marriage

PFLAG was proud to be one of the first national organizations, in 2000, to officially adopt a policy supporting full marriage equality for lesbian, gay, bisexual and transgender people. Since then, we have worked with PFLAG chapters to fight state marriage amendments, educate lawmakers and work with clergy to build support for marriage rights.

• PFLAG members in California worked hard, as part of the Decline to Sign campaign, to try and prevent a discriminatory amendment defining marriage as between one man and one woman, from garnering enough signatures to qualify for the 2008 ballot.

• PFLAG is proud to be a supporting organization of Let California Ring, a coalition of organizations working to educate potential allies on the importance of marriage equality.

• In Indiana, we mobilized families and allies of LGBT citizens to speak out against a state marriage amendment that would deny full equality to same-sex couples.

The Military

The United States Armed Forces fire two people every day under the “Don’t Ask, Don’t Tell” ban on open service. PFLAG families know that LGBT Americans are just as proud, patriotic and qualified to serve as their hetero-
sexual neighbors. That’s why we support the Military Readiness Enhancement Act, a Congressional bill to repeal this un-American law and allow gay service personnel to serve openly.

- PFLAG is proud to be a member of Freedom to Serve Roundtable – along with Servicemembers Legal Defense Network, American Veterans for Equal Rights and The Michael D. Palm Center – to organize our members on how best to fight “Don’t Ask, Don’t Tell.”

- PFLAG chapters across the country hosted speakers in 2007 to educate communities about “Don’t Ask, Don’t Tell.” Dismissed service members and their families told their experiences about serving under the law and encouraged local supporters to work for repeal.

**Safe Schools**

Making schools in our nation safe for all youth, but particularly for LGBT young people, has long been among PFLAG’s top priorities.

Safe schools also means inclusive schools. PFLAG has been a leader in the fight for educational programs and curricula that are inclusive of the concerns of LGBT students.

- PFLAG is proud to be a founding member, and fiscal sponsor, of the National Safe Schools Roundtable. We helped to plan and execute the first roundtable meeting, where safe schools practitioners from across the country came together to strategize on working collaboratively.

- PFLAG was at the National School Boards Association meeting in 2007, and presented a workshop on LGBT issues in schools, titled *The Changing Landscape in Legal and Practical Issues: Are You Ready?*

- PFLAG was at the National PTA, National School Counselors Association, National Education Association, and the National Association of Asian & Pacific American Educators meetings in 2007.

- PFLAG also conducted Safe Schools training weekends across the country, from Washington State to Florida.
PFLAG has the broadest, most diverse coalition of any national LGBT organization. Every day, our chapters do critical work on the ground to protect our LGBT loved ones . . . ensure rights and protections for our families . . . and counter divisive campaigns waged by the opponents of equality.
In 2007, our field and policy staff visited **142 chapters in 28 states** to provide critical training, guidance and resources to those working on the ground. In addition, PFLAG National conducted **9** monthly calls with local leaders in the field.

And, we helped get **20 new chapters** off the ground, including seven in some of the most rural areas of the country, including Aberdeen, South Dakota; Kankakee, Illinois; Bucks County, Pennsylvania; and Manitowoc, Wisconsin.

Here are just a few examples where PFLAG National partnered with our chapters and champions at the grassroots level to move equality forward:

- We joined our chapters in Omaha, NE, Phoenix, AZ and Portland, OR to respond to the “ex-gay” Love Won Out conferences in their backyards. Our staff worked with chapters on messaging, coalition building and protest strategies. PFLAG families put *their* values front-and-center with protests, press conferences, alternative events for youth, multi-denominational faith events and local media coverage. Two PFLAG staffers – Jean-Marie Navetta and Elizabeth Brown – also went “undercover” to Love Won Out meetings, producing an insiders’ report on what really happens at these harmful, anti-family events.
• As part of our commitment to a transgender-inclusive ENDA, PFLAG field staff worked with chapters across the country to organize 44 in-district meetings with lawmakers. PFLAG supporters were given talking points, reporting forms and access to pre-meeting conference calls, which provided important information for conducting in-district meetings.

• PFLAG field and communications staff worked with chapters in Pennsylvania to counter inaccurate and damaging information from Parents, Families and Friends of Ex-Gays (PFOX). School boards across the state received harmful PFOX information . . . and a response letter and packet of information from local PFLAG chapters. Our National office worked with chapters to make sure local school boards throughout Pennsylvania received accurate, inclusive and pro-family information.

• PFLAG members and supporters from across the country attended pride festivals in their local communities, educating allies about our important field work and their local chapters.
• Our National staff also developed and launched a unique new online community which allows chapters to develop their own website on the PFLAG National server. Nine chapters participate in the pilot program and gave feedback to staff. Today, the new system is in place for every PFLAG chapter.
PFLAG supporters and spokespeople continue to be visible, outspoken advocates for equality in the press. With so many chapters in so many places, PFLAG is uniquely positioned to work with media and tell the stories of families who are affected by anti-LGBT initiatives. By providing media training and support to chapters, PFLAG ensures that our stories are told and our voices are heard.
Dear Abby,

PFLAG worked with world renowned advice columnist Dear Abby, when she decided to come out in favor of marriage equality. A long-time PFLAG fan, Dear Abby has often referred families struggling with issues of sexual orientation and gender identity to PFLAG, resulting in thousands of phone calls, emails and letters asking for support. Her mother, Pauline, first sent readers to PFLAG in 1984, when she referred a reader to the organization in her column, resulting in more than 5,000 letters to our offices.

In October, PFLAG worked with Dear Abby to announce, via the Associated Press, her support for full marriage rights for same-sex couples. “I believe if two people want to commit to each other, God bless ‘em,” she told the AP. “That is the highest form of commitment, for heaven’s sake.” She also reiterated her support for a broad range of LGBT rights, telling reporter Lisa Leff that, “I’m trying to tell kids they are gay, it’s OK to be gay. I’ve tried to tell families if they have a gay family member to accept them and love them as they always have.”

In 2007, PFLAG also honored Dear Abby with its first-ever Straight for Equality award.

Dear Oprah,

In April, PFLAG executive director Jody Huckaby and his gay siblings sat down with talk show host Oprah Winfrey for an episode spotlighting “super siblings” – fami-
lies whose children overcame a variety of challenges to live true family values. The episode, seen by millions of viewers across the globe, sent families, allies and others to PFLAG for more information.

Jody, Jonathan and Jason Huckaby shared their moving stories of coming out in a small, conservative, predominantly Catholic, Louisiana town. And their straight siblings told about their own journey as their brothers came out of the closet. One sister, Jann, told Oprah it took her more than a year to fully accept it. “I had prayed about it, and I realized that I did not need to judge. I needed to love.” And Jody told about his journey to PFLAG, saying that, “For me, it’s sort of a full-circle experience, because all these years later, I’m running this national organization, and it’s for parents, it’s for family members and friends and straight allies to deal with these issues.”

For more information on PFLAG’s appearance on Oprah, visit www.pflag.org.

Dear Larry,

When gay rights activist Larry Kramer wrote an op-ed in the Los Angeles Times, titled “Dear Straight People,” which criticized the heterosexual community for what he saw as their lack of support for LGBT equality, PFLAG responded.

Acknowledging Kramer’s long history of fighting for equality, PFLAG executive director Jody Huckaby and national president John Cepek wrote in their column, Larry Kramer Is Wrong . . . This Time, that “Larry Kramer’s blanket assertions were just unfair – they were a monumental injustice to the thousands of straight allies that we (and many people like us) encounter each day.” The two reminded Kramer that progress “will not happen
with a blanket indictment of all straight people. It will happen when we make it clear that they are welcome to join us, as they have always been, and there is a role for them in our movement.”

“We wish that Mr. Kramer could meet the thousands of straight PFLAG members that we work with each day,” the two wrote, “many of whom are involved because of their love for their GLBT children.”

For a complete list of PFLAG press releases, and a sampling of recent news articles, visit PFLAG’s online newsroom at www.pflag.org.
In October, PFLAG launched “Straight for Equality,” an innovative new project to empower our friends to come out as straight allies, speak up for LGBT rights and join in the movement for equality. “Straight for Equality” was launched with award-winning musician Cyndi Lauper, who signed the “Straight for Equality” pledge and urged straight supporters to become more active in the fight for lesbian, gay, bisexual and transgender rights.
“Straight for Equality” helps a new group of allies to come out as supportive of their LGBT friends and acquaintances. By meeting supporters “where they are,” the project gives allies a unique blueprint for taking both small and large steps in support of the people they care about. To date, several thousand people have signed the pledge and joined the campaign to work for equal rights for all.

As part of its “Straight for Equality” launch, PFLAG partnered with Harris Interactive to survey straight Americans about their thoughts on speaking out and taking a stand against prejudice. The findings, released in October, show a clear, untapped constituency in our work for equality:

- **56%** of straight Americans believe people should be more supportive of equal treatment for gays, and **60%** of young Americans ages 18 to 44, believe the same.

- **33%** of straight Americans who have not spoken up about LGBT issues say they did not do so to “avoid confrontations,” clearly illustrating why “Straight for Equality’s” core tenent of creating change through conversations, rather than confrontations, is so important.

- Only **12%** of straight Americans did not speak up because they thought “people don’t think there is any need to speak up,” also underscoring the program’s educational priorities within the allied community.

As “Straight for Equality” continues to grow and expand, PFLAG members and spokespeople have traveled the country, speaking to community groups, corporations and others about how they can move equality forward, one step at a time, as an ally of their LGBT friends.

Our “Straight for Equality” website includes new support sections for allies to share their stories . . . talk about the meanings behind words . . . get answers to frequently asked questions about LGBT people . . . and a section for supporting and being a resource for your LGBT families, friends and co-workers.
PFLAG is proud to have the support of so many committed and generous corporate sponsors and individual donors. Your support ensures that PFLAG has the resources it needs to support our families, press for change at the local and national level, educate the public about our issues and move equality forward in so many ways.

Thank you to everyone who is part of the PFLAG family. PFLAG is you.
## 2007 Audited Financials

### Revenue and Support

<table>
<thead>
<tr>
<th>Source</th>
<th>2007 Total</th>
<th>2006 Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Contributions and Gifts</td>
<td>$3,004,736</td>
<td>$1,749,782</td>
</tr>
<tr>
<td>Conference Income</td>
<td>165,500</td>
<td>30,625</td>
</tr>
<tr>
<td>Chapter Dues</td>
<td>97,645</td>
<td>105,299</td>
</tr>
<tr>
<td>Rental and Interest</td>
<td>63,152</td>
<td>78,166</td>
</tr>
<tr>
<td>Product and Publications</td>
<td>26,748</td>
<td>22,273</td>
</tr>
<tr>
<td>Special Events and Other</td>
<td>21,836</td>
<td>17,872</td>
</tr>
<tr>
<td>Other Income</td>
<td>1,868</td>
<td>-</td>
</tr>
</tbody>
</table>

**Total Revenue and Support** $3,381,485 $2,004,017

### Expenses

<table>
<thead>
<tr>
<th>Category</th>
<th>2007 Total</th>
<th>2006 Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Program Services</td>
<td>$2,018,149</td>
<td>$1,605,464</td>
</tr>
<tr>
<td>General Administration</td>
<td>161,733</td>
<td>126,356</td>
</tr>
<tr>
<td>Fundraising and Development</td>
<td>445,270</td>
<td>403,060</td>
</tr>
</tbody>
</table>

**Total Expenses** $2,625,152 $2,134,880

### Change in Net Assets

<table>
<thead>
<tr>
<th>Category</th>
<th>2007</th>
<th>2006</th>
</tr>
</thead>
<tbody>
<tr>
<td>Change in Net Assets</td>
<td>756,333</td>
<td>(130,863)</td>
</tr>
<tr>
<td>Net Assets, Beginning of Year</td>
<td>1,086,249</td>
<td>1,217,112</td>
</tr>
<tr>
<td>Net Assets, End of Year</td>
<td>1,842,582</td>
<td>1,086,249</td>
</tr>
</tbody>
</table>

### Revenue & Support Percentages

- Contributions and Gifts: 88.86%
- Conference Income: 4.89%
- Chapter Dues: 2.9%
- Rental and Interest: 1.9%
- Product and Publications: 0.8%
- Special Events and Other: 0.6%
- Other Income: 0.1%

### Expenses Percentages

- Program Services: 76.88%
- General Administration: 6.16%
- Fundraising and Development: 16.96%
I. Corporations

Amethyst Sponsor ($100,000 and above)

Sapphire Sponsors ($75,000 - $99,000)

Topaz Sponsors ($25,000 - $49,000)

Garnet Sponsors ($10,000 - $24,999)
II. Foundations

Agnes Gund Foundation
Arcus Foundation
Astraea Lesbian Foundation for Justice
Morey Bernstein Memorial Foundation
Community Foundation for Greater Buffalo
Community Foundation for Southeastern Michigan
Frank Family Foundation
David Geffen Foundation
Gill Foundation
Evelyn & Walter Haas, Jr. Fund
Horizons Foundation
Jewish Community Endowment Fund
Kicking Assets Fund
Kevin J. Mossier Foundation
Loewenstein Foundation
Rockwood Charitable Trust
Tides Foundation

III. Individuals

Gifts of $25,000 or more
Bruce Bastian
Daniel Renberg & Gene Kapaloski

Gifts of $10,000 to $24,999
Bears of San Francisco, Inc.
Pickett & Bob Guthrie
Mitzi G. Henderson
* Sam & Julia Thoron

Gifts of $5,000 to $9,999
Estate of Harold D. Sartain, Jr.
Ralph & Carol Eschenbach
Dora B Goldstein
Ambassador James C. Hormel
David W. Miles & Larry Ahl
PFLAG Salt Lake City

Gifts of $1,000 - $4,999
Anonymous
Kirk Agerson
Peter Arger

* Val John Barlow
June G. Barrett
* Roberta & John L. Barry
* Paul & Betty Beeman
* ▼ Carole L. & Morty Benowitz
Leslie and Bill Biggs
Jennifer Brown and Ian Ayres
Amity Pierce Buxton
Peggy Davidson Campolo
* ▼ Kicab Castaneda-Mendez
* ▼ John & Char Cepek
Harvey Chasser
Shirley Cooper
Chester & Sterling Dorman
East Shore Unitarian Church
* Robert Eichler
Sheldon & Lillian Epstein
Glenn T. Ezell
Robert Floe
Cline & Gretchen F. Frasier
Raeanne & Richard Frazer
Jeanna French
Ben Gardner & Russ McBrien
* Diane J. Gherson

▼ Becky and John Glezen
Robert Goldberg
Rima Goldman & Karen F. Kartch
Marion & Mark Hammer
Diane L. S. Hewat
Abigail Heyman
▼ David Hish
▼ Jody M. Huckaby & Stephen Goolsby
John S. Geary and Charles R. Middleton
Nikki Hooser & Kathy Longinaker
* ▼ David & Toby Horowitz
Jeff Iorillo & Roel Hinojosa
Harold & Elizabeth Janeway
Thomas & Marie Jenkins
Giselle Jurkanin & Kristin Cooper
Ledro Justice
J. Christopher Kennedy
Martí & Steve Kiely
David W. Knapp
Leonard W. Kraisel
Werner H. & Sarah-Ann Kramarsky
Bruce Kriete
John M. Le Bedda & Steven B. Jacobs
▼ Jeffrey Lamkin
Max D. Larsen
Barry & Virginia Langdon-Lassagne
Tommi Lauer
Robert D. Lemon
Philip J. Loebach & Chris A. Justesen
Mark R. Lyon
Stephen W. McCallion
Nancy & Joseph McDonald
Bernice Melov
* Jerry and Bea Miller
* ▼ Alain Montour
* Peggy & Bob Moore
George & Julie Mosher
* ▼ Michael and Jan Neubecker
Jim Noble & Zelda Zimbabwe
John Nordwall
* Jim & Sue Null
Shelly Ossana & Candace Galen
Donald & Bess Owens
* ▼ ■ David & Joan Parker
Joan and Thom Parrott-Sheffer
Rick Partridge & Jack Black
Gardner Pond
Ken Prag & Steve Collins
Randall Presuhn & Timothy Nguyen
Cordelia and David Reimers
Mary K. Ring
Robert Rosencrans
Estate of Virginia Sand
Christopher E. Schabacker, III
* Rebecca L. Schiff
* Walter Schubert
Elliott Sernel
Howard Stark
Chandler & Paul Tagliabue
Adam Taylor
Darrell Taylor
* Daniel & Nancy Tepfer
Anita & Tom Tobin
United Way Charities
▼ Christopher D. Vance
Lillian & Bruce Venner
Ruth & David Waterbury
Frederick Weldy
George Wetzl
Christopher Whelan & John Conaboy
Jeffrey A. Willard
▼ Brent Willmott & Troy Greenstreet
David E. Workman
Barbara Ann Young

Gifts of $500 - $999
John Alchin
Jack Andriese
Anonymous
Liz Armstrong
Gordon B. Asslestine
Jim Avedikian
Alvin Baum, Jr.
Michael & Cynthia Beer
Believer’s Covenant Fellowship
Robert A. & Myrna Bernstein
Craig Billings
David A. Bjork
BPFLAG
Howard Breitbart
Gregory Brown
Kelley Buchanan
Bill Busse
John Eric Clutter
* Shelly Craig
Mike Crum and Dan Loven
David Davis
Arnold & Ellen Davis
Joseph P. Dominguez, Jr.
Edward F. Dube
Jonathan Ellman and Beth-Anne Halpert
G. Lee Fitzgerald
Jacqueline Frett
Robert W. Funk
* ▼ Peg Gage
Thomas J. Gallagher
David A. Garrison
Sue S. Gilbert
William S. Gilmer, MD & Luis F. Alves
Karla Goldman
Michael Grabow
Eliot P. Graham
Stanley N. Giffith & Ann E. Schauffler
Casimir T. Grochowski
Mary & David Hale
Renee Hanson
W. David Hardy
Lois Harrison
Jill Hartman
Ashley Haymond
Jay Hooper
Human Rights Campaign
Doreen A. Quinn
Amelie Ratliff
▼ * Carole & Robert Reeder
Matthew R. Richard
Diana Rivers
John D. Rockefeller
Howard Roffman & Duane Waters
Patsy Rogers
Andra M. Rose & Joshua S. Goldstein
Michael G. Rose & Ruben Rodriguez
Hanan Rosenstein & Rich Alberth
Kevin T. Rosseel
Bonnie Fry Rothman
Mark S. Rubnitz
Michael Schober
Brian M. Scott
Paul H. Sears
Elise & James Self
Sexual Minority Youth Assistance League
Jim Shea
William H. Snowman
Society of St. Paul
Art Sperry
▼ Mae Stadler
Thomas R. Stephens & Todd Enders
Robert Stevenson
Geoffrey R. Stone
Straight Spouse Network
Catherine Syrett
Tom Tarnowski
Joseph G. Taylor
Donald Touney
Joseph A. Varga
Scott Vaughan

Mary Waechter
Jerry & Linda Warden
Eric A. Webber & Gerard Kraijeveld
▼ Mary A. Weeks
▼ Philip & Muriel Wimpenny
En-Tien Yu
Stephane Zalatan
▼ * Karen & Sy Zivan

Planned Gifts
Anonymous
James L. Boone & Joseph J. Bucuzzo
Martin Brook & Eileen E. Macmillan
Kenneth R. Brown
Peter A. Cook
Philip Dinkins
James & Jean Genasci.
Michael Gialdini & Thomas Schmitt
Max M. Gilstrap
▼ Dane Levens
Eugene P. May
Ken & Florene Prunty
Arnold T. Schwab
▼ Richard Shanley
Donald Smith
Betsy Stephens
Killian B. Swift
James W. White
▼ Guardian Member
* Member of the PFLAG National Board of Directors or Regional Directors Council
■ Member of the Jeanne Manford Legacy Circle

The PFLAG Board

Khaled W. Jabboury
Karen Rust Jarvis
Stephen Jeffery
Dee Johnson
Howard & Kate Johnson
Steven & Heidi Jones
John S. W. Kellett
Jerry King
Laura I. Kramer & Debbie Markette
Alan Lang & Pat Rass
Ron Laurentius
Michael J. Libow
Steven P. Loch
Michael Longacre
William H. Lorentz
John Manley
Mautner Project
Jack & Doris Mandusky
Kevin P. Martin
▼ Kathy Massey
* Marcie Mathis and Kel Williams
Kathy McLoughlin
Stephen Melcher
Judy Michaels
Ron Miller and Cathy Borer
▼ Irene Nevil
Carol L. Novak & Hunter Gordon
Out & Equal
Jeff & Annette Patterson
Ryan Pedlow
Jorge Pena
James Perry & Robert Horton
Richard Peterson & Wayne Bradley
Princeton Review

The PFLAG Board
<table>
<thead>
<tr>
<th>Name</th>
<th>Position</th>
<th>Location</th>
</tr>
</thead>
<tbody>
<tr>
<td>John Cepek</td>
<td>National President</td>
<td>Indian Head Park, IL</td>
</tr>
<tr>
<td>Shelly Craig</td>
<td>Vice-President</td>
<td>Miami, FL</td>
</tr>
<tr>
<td>Mike Neubecker</td>
<td>Vice-President/RDC Chair</td>
<td>Brownstown, MI</td>
</tr>
<tr>
<td>Walter Schubert</td>
<td>Treasurer</td>
<td>New York, NY</td>
</tr>
<tr>
<td>David Horowitz</td>
<td>Secretary</td>
<td>Akron, OH</td>
</tr>
<tr>
<td>Carole Benowitz</td>
<td></td>
<td>Del Ray Beach, FL</td>
</tr>
<tr>
<td>Dale Bernstein</td>
<td></td>
<td>New York, NY</td>
</tr>
<tr>
<td>Diane Gherson</td>
<td></td>
<td>Summers, NY</td>
</tr>
<tr>
<td>Steve Krantz</td>
<td></td>
<td>Sherman Oaks, CA</td>
</tr>
<tr>
<td>Julia Lennox</td>
<td></td>
<td>New York, NY</td>
</tr>
<tr>
<td>Jerry Miller</td>
<td></td>
<td>Hendersonville, NC</td>
</tr>
<tr>
<td>Alain Montour</td>
<td></td>
<td>New York, NY</td>
</tr>
<tr>
<td>Margaret D. Moore</td>
<td></td>
<td>Greenwich, CT</td>
</tr>
<tr>
<td>David N. Parker</td>
<td></td>
<td>Greensboro, NC</td>
</tr>
<tr>
<td>Robert Reeder</td>
<td></td>
<td>Conway, SC</td>
</tr>
<tr>
<td>Rebecca Schiff</td>
<td></td>
<td>Brighton, MA</td>
</tr>
<tr>
<td>Nadine Smith</td>
<td></td>
<td>Tampa, FL</td>
</tr>
<tr>
<td>Walt Swanston</td>
<td></td>
<td>McLean, VA</td>
</tr>
<tr>
<td>Dan Tepfer</td>
<td></td>
<td>Dayton, OH</td>
</tr>
<tr>
<td>Samuel Thoron</td>
<td></td>
<td>San Francisco, CA</td>
</tr>
<tr>
<td>Eric Watson</td>
<td></td>
<td>Salisbury, NC</td>
</tr>
<tr>
<td>Sy Zivan</td>
<td>Ex-Officio</td>
<td></td>
</tr>
</tbody>
</table>

As of 6/30/2008

The PFLAG Regional Directors
Mike Neubecker  
Regional Directors Chair

Roberta Barry  
Northeast Region  
ME, CT, VT, NH, RI

Jerry Miller  
South Atlantic Region  
NC, SC, TN, KY

Carole Reeder  
North Atlantic Region  
NY, NJ, PA

Deb Smith  
Great Lakes Region  
IL, IN, MI, OH

Pam Whitely  
Mid-Pacific Region  
Northern CA, NV

Kay Heggested  
Northern Plains Region  
MN, ND, SD, WI

Lance Helms  
Gulf Region  
AL, FL, GA, MS, Puerto Rico

Jean Hodges  
Mountain West Region  
AZ, CO, NM, UT, WY

Marcie Mathis  
Pacific Northwest Region  
ID, MT, OR, WA, AK

Jody M. Huckaby  
Executive Director

Nina Sevilla  
Executive Office Administrator

Elizabeth Hampton Brown  
Director of Policy & Programs

Jamie Curtis  
Senior Field & Policy Coordinator

Kim Jones  
Senior Field & Policy Coordinator

Brooke Smith  
Field & Policy Coordinator

Suzanne Greenfield  
Senior Coordinator, Safe Schools

Erin Cranford Williams  
Chapter Services Coordinator

Steve Ralls  
Director of Communications

Adam Ratliff  
Communications Coordinator

Christopher Vance  
Director of Development

J. Rhodes Perry  
Field & Policy Manager

Marvin Perry  
Director of Operations

David C. Manuel, Jr.  
Information Systems Administrator

Jean-Marie Navetta  
Director of Equality Partnerships

As of 6/30/2008
PF旗是YOU。