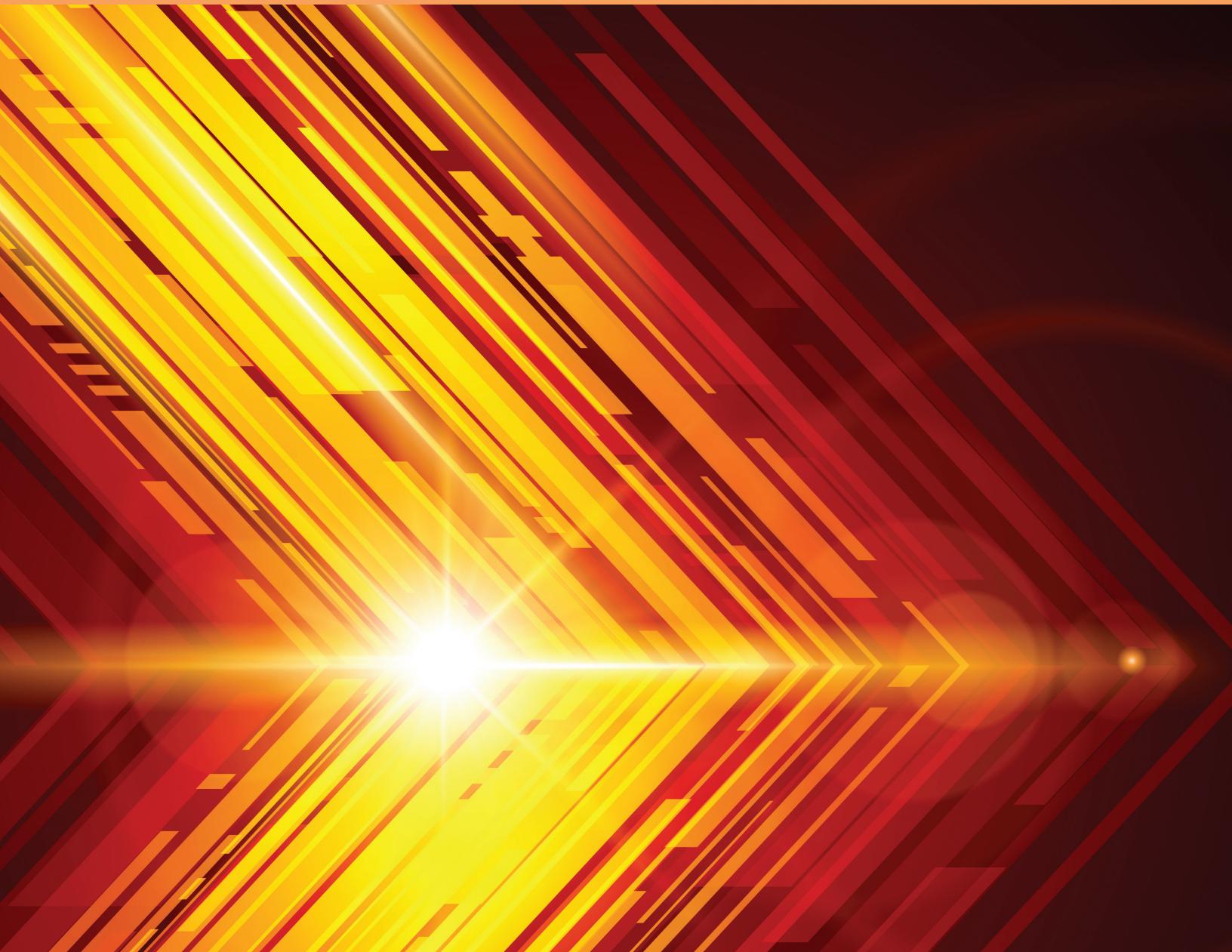


# 2014 NATIONAL LGBT MOVEMENT REPORT

*A Financial Overview of Leading Advocacy  
Organizations in the LGBT Movement*

December 2014



movement advancement project ▶

## This report was authored by:

### Movement Advancement Project

The Movement Advancement Project (MAP) is an independent think tank that provides rigorous research, insight and analysis that help speed equality for LGBT people. MAP works collaboratively with LGBT organizations, advocates and funders, providing information, analysis and resources that help coordinate and strengthen efforts for maximum impact.

### About this report

The *2014 National LGBT Movement Report* provides a comprehensive and standardized look at the LGBT movement's finances across 36 major LGBT organizations. This report aims to educate both new and longstanding LGBT movement donors and advocates and to encourage and sustain their commitment to the movement.

MAP thanks the following funders, without whom this report would not have been possible.

David Bohnett Foundation  
David Dechman  
David Geffen Foundation  
Ford Foundation  
Gill Foundation  
Esmond Harmsworth  
Jim Hormel  
Johnson Family Foundation  
Amy Mandel and Katina Rodis  
Weston Milliken  
Kevin J. Mossier Foundation  
The Palette Fund  
Mona Pittenger  
Sara Whitman  
H. van Ameringen Foundation

### Contact Information

#### Movement Advancement Project

2215 Market Street  
Denver, CO 80205  
720-274-3263  
[www.lgbtmap.org](http://www.lgbtmap.org)

## TABLE OF CONTENTS

<b>KEY FINDINGS.....</b>	<b>1</b>
<b>INTRODUCTION .....</b>	<b>1</b>
<b>METHODOLOGY .....</b>	<b>2</b>
<b>PARTICIPATING ORGANIZATIONS.....</b>	<b>2</b>
<b>PARTICIPANT REPRESENTATION OF THE BROADER LGBT MOVEMENT .....</b>	<b>3</b>
<b>REVENUE .....</b>	<b>5</b>
Revenue Concentration.....	6
<b>EXPENSES AND 2013 BUDGETS .....</b>	<b>6</b>
<b>OTHER INDICATORS OF FINANCIAL HEALTH .....</b>	<b>6</b>
Cash and Capital.....	6
Assets and Liabilities.....	7
<b>FUNDRAISING.....</b>	<b>8</b>
Individual Donors.....	8
Fundraising Efficiency.....	9
National Comparison .....	10
<b>STAFF AND BOARD .....</b>	<b>10</b>
Racial and Ethnic Diversity .....	10
Gender Identity and Transgender Status.....	11
Staff Age and Tenure .....	12
<b>TEN-YEAR REVIEW.....</b>	<b>14</b>
Ten-Year Participating Organizations.....	14
Revenue and Expenses.....	14
Fundraising.....	15
<b>APPENDIX: ADDITIONAL INFORMATION ABOUT PARTICIPATING ORGANIZATIONS .....</b>	<b>16</b>
<b>ENDNOTES .....</b>	<b>21</b>



## KEY FINDINGS

The 2014 National LGBT Movement Report provides a comprehensive snapshot of the financial health of most of America's largest LGBT social-justice organizations. These organizations were categorized by MAP as focusing on broad LGBT advocacy, issue-specific advocacy, legal advocacy, or research and public education. The 37 organizations participating in the report represent 61% of the budgets of all LGBT social-justice organizations.<sup>a</sup>

For participating organizations, revenue and expenses increased from 2012 to 2013, continuing an upward trend that began in 2011 (a reversal of the revenue and expense drops experienced in the recession). Increases in expenses and revenue for participating organizations closely tracked national averages: nationally, total revenue increased 7.75% and expenses increased 4.5%.<sup>1</sup>

### Revenue

- Participating organizations reported a 7% increase in revenue from 2012 to 2013 (excluding in-kind contributions).
- Individual contributions comprised the largest share of total revenue (37%).
- In-kind contributions accounted for 20% of revenue, followed by foundation funding (16%) and fundraising income (10%). Government funding only accounted for 3% of total revenue in 2013.

### Expenses

- 2013 expenses increased 6% from 2012 expenses (excluding in-kind expenses).
- 2013 revenue exceeded 2012 expenses by \$5.8 million (excluding in-kind revenue and expenses).
- Participating organizations projected combined 2014 expense budgets totaling \$185.9 million, a 14% increase from 2013 expenses (excluding in-kind expenses).

### Other Indicators of Financial Health

- Daily cash expenditures reached a cumulative average of \$438,800 per day for all organizations combined, a five-year high.
- Participating organizations reported an average of 189 days of working capital in 2013, a 9% increase from 2012.
- Investment assets increased 14% from 2012 to 2013; total combined investments were \$49.6 million in 2013.

## Fundraising and Fundraising Efficiency

- Participating organizations reported a total of 309,097 individual donors giving \$35 or more in 2013, a 6% increase over 2012.
- The number of donors giving \$25,000 or more increased 18% from 2012 to 2013.
- Participating organizations reported an average of \$0.12 spent to raise each dollar in 2013.
- Revenue from individual contributions increased 15% from 2012 to 2013, compared to a 4.2% nationwide increase in nonprofit giving.
- Of total expenses, 81% were dedicated to programs and services and 10% to fundraising.

### Staff and Boards

- Participating organizations employed a total of 836 full-time and 141 part-time staff.
- Compared to 37.4% of the U.S. population identifying as people of color, 34% of paid staff at participating organizations identify as people of color. Among senior staff, the percentage dropped to 27%.
- Slightly less than half of paid staff (47%) identify as women, 59% as between the ages of 30 and 54, and 12% as transgender.
- Of board members at participating organizations, 29% identify as people of color, 46% as women, and 12% as transgender.

## INTRODUCTION

This annual report provides a comprehensive overview of the finances and financial health of a key segment of the LGBT movement: LGBT social justice organizations focusing on broad LGBT advocacy, issue-specific advocacy, legal advocacy, or research and public education.<sup>b</sup> In 2014, the 37 national or leading organizations participating in this report collectively represent 61% of the budgets of all social-justice organizations.<sup>c</sup> Throughout the report, we use the terms "organizations" or "participants" to refer to the 37 organizations from which data was collected.

<sup>a</sup> As determined by classifying and totaling the budgets of all general advocacy, issue-specific advocacy, legal advocacy, and research and public education-focused LGBT nonprofits, based on an analysis of Form 990 data from GuideStar.

<sup>b</sup> This report does not include LGBT community centers; social and recreational organizations; health and human services providers; or arts and culture organizations.

<sup>c</sup> As determined by classifying and totaling the budgets of all general advocacy, issue-specific advocacy, legal advocacy, and research and public education-focused LGBT nonprofits, based on analysis of Form 990 data from GuideStar.

## METHODOLOGY

The Movement Advancement Project (MAP) selected participating organizations based on their size, importance to the overall LGBT movement, and collective coverage of LGBT issues and constituencies. Most participating organizations (31) have budgets over \$1 million; six organizations have smaller budgets but are national leaders working in areas of critical concern to the LGBT movement.

MAP collected standardized financial and operations information from participating organizations and summarized key information across participants.<sup>d</sup>

This report provides aggregated data across participating organizations, with most figures and charts showing data for all organizations combined. Where figures or charts reflect data based on a subset of participating organizations, this is noted.

Participating organizations in this survey vary from year to year. Two organizations are new this year,<sup>e</sup> while one organization that participated in last year's report was unable to participate this year.<sup>f</sup> **Because of the change in participants, figures in the 2014 report should not be compared to the figures in previous reports.** This year's numbers and analyses (including multiple-year trends) reflect data exclusively for this year's participating organizations.

## PARTICIPATING ORGANIZATIONS

A list of participants appears in *Table 1*. MAP grouped participating organizations into four broad categories:

- **Advocacy organizations** advocate for the entire LGBT community or a particular subset of the LGBT community on a broad range of issues.
- **Issue organizations** advocate for the entire LGBT community or a particular subset of the LGBT community on a particular issue or related set of issues.
- **Legal organizations** provide legal services to LGBT people and advocate and/or litigate within the legal system for LGBT people.
- **Research and public education organizations** provide the LGBT community and the broader

public with information about the issues facing the LGBT community. They may provide research, policy analysis, or educate the public through media work.

As an example of our categorization, Family Equality Council advocates specifically for LGBT parents on a broad range of issues, so it is categorized as an advocacy organization. Trevor Project advocates for suicide prevention among LGBT youth and is therefore categorized as an issue organization.

*Figure 1* on the next page shows the distribution of participants and collective actual 2013 expenses and 2014 budgets by category. For example, advocacy organizations comprised 47% of participating organizations, 43% of total 2013 expenses, and 51% of total 2014 budgets reported

**Table 1: Participating Organizations by Category**

<b>Advocacy</b>	Basic Rights Oregon Empire State Pride Agenda Equality California* Equality Federation Equality Florida Equality Maine Family Equality Council Gay & Lesbian Victory Fund and Leadership Institute Human Rights Campaign and Foundation (HRC) Keshet Log Cabin Republicans MassEquality National Center for Transgender Equality (NCTE) National Queer Asian Pacific Islander Alliance (NQAPIA) PFLAG National (Parents, Families & Friends of Lesbians and Gays) Services and Advocacy for GLBT Elders (SAGE) The Task Force
<b>Issue</b>	CenterLink Freedom to Marry GLAAD Gay, Lesbian and Straight Education Network (GLSEN) Gay-Straight Alliance Network (GSA) Immigration Equality New York City Gay and Lesbian Anti-Violence Project Out & Equal Workplace Advocates Point Foundation Reconciling Ministries Network Soulforce The Trevor Project
<b>Legal</b>	ACLU LGBT & AIDS Project Gay & Lesbian Advocates & Defenders (GLAD) Lambda Legal Defense National Center for Lesbian Rights (NCLR) Sylvia Rivera Law Project (SRLP) Transgender Law Center (TLC)
<b>Research &amp; Public Education</b>	Funders for LGBTQ Issues

<sup>d</sup> MAP provided participating organizations with a procedure guide including standardized accounting definitions and nonprofit accounting implementation guidance, to which all participants adhered.

<sup>e</sup> Equality Maine and Reconciling Ministries.

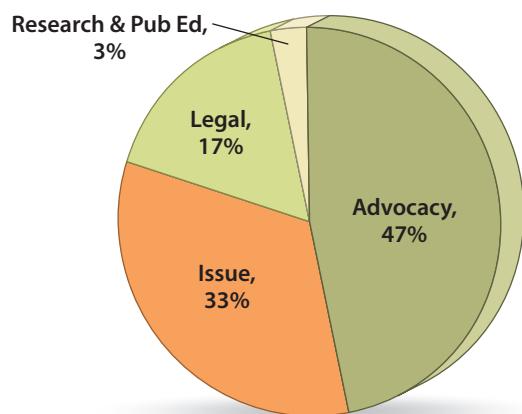
<sup>f</sup> National Black Justice Coalition.

One organization preferred not to be listed.

\* Equality California updated their statement of financial position in December 2014. Their updated financials were not figured into the analysis in the 2014 *National LGBT Movement Report* other than to confirm that they met 2013 charity giving benchmarks.

**Figure 1: Focus of Participating Organizations**

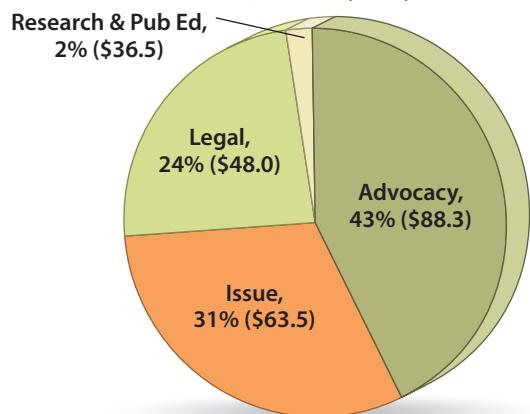
**Figure 1a: Number of Participating Organizations by Category (n=36)**



Note: One organization wishes to remain anonymous and is excluded from this figure.

**Figure 1b: Combined 2013 Expenses by Category**

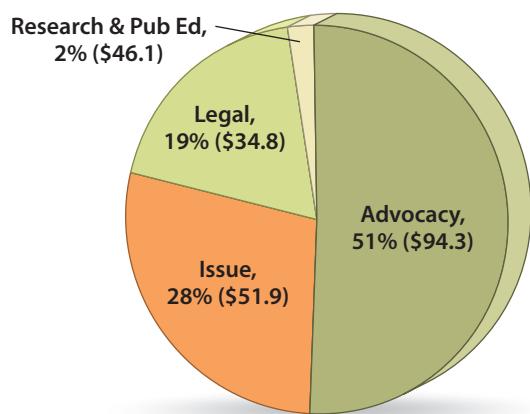
All Participants Combined 100%=\$203.4 million,  
\$ Millions (n=37)



Note: May not total 100% due to rounding.

**Figure 1c: 2014 Combined Budgets by Category**

Participants Combined 100%=\$185.6 million, \$ Millions (n=37)



Note: May not total 100% due to rounding.

by all participants. Advocacy budgets totaled \$94.3 million (see Figure 1c), while issue organization budgets totaled \$51.9 million (28% of the combined budgets), legal organization budgets totaled \$34.8 million (19%), and research and public education organization budgets totaled \$4.6 million (2%). Resources were concentrated within the larger organizations: the 10 organizations with the largest budgets constituted 68% of the combined budget total, while the 10 organizations with the smallest budgets comprised only 4% of the combined budget total.

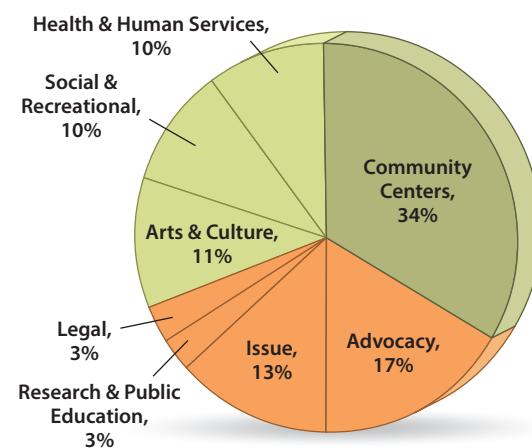
## PARTICIPANT REPRESENTATION OF THE BROADER LGBT MOVEMENT

To ensure that the 37 participating organizations are representative of the larger universe of LGBT nonprofits, MAP referenced the GuideStar database of charity IRS filings to identify all LGBT-related 501(c)(3) and 501(c)(4) nonprofit organizations. The GuideStar database includes more than 1.9 million nonprofits. It provides revenue and expense data from the IRS form 990, which all nonprofit organizations with gross receipts over \$50,000 are required to file.

Using the search terms "LGBT," "GLBT," "lesbian, gay, bisexual, and transgender," "gay, lesbian, bisexual, and transgender," "transgender," "gay men," "lesbian," "bisexual," and "gay and lesbian," among others, we identified 447 active 501(c)(3) and 501(c)(4) LGBT nonprofits. This number excludes very small or new LGBT nonprofits, who may not have filled out a 990 form in 2013. MAP also excludes any nonprofit whose most recent IRS filing was dated 2009 or older as well as those organizations showing zero revenue in their most recent 990 filing.

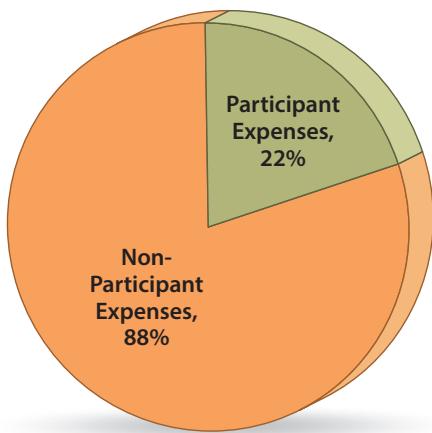
**Figure 2: Categorization of All LGBT Nonprofits**

(n=447)

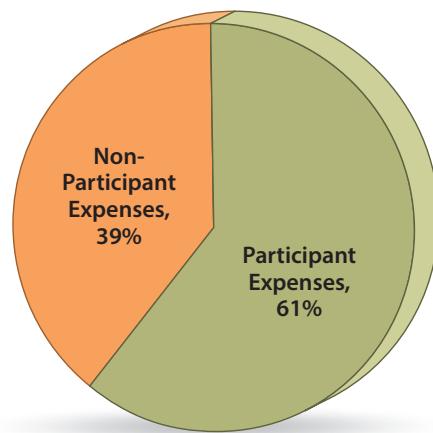


**Figure 3: Coverage of the LGBT Movement**

**Figure 3a: Participant Expenses as a Percent of All LGBT Nonprofit Expenses**  
Combined Expenses, 100% = \$726.9 million



**Figure 3b: Participant Expenses as a Percent of the Four Analyzed Categories**  
Combined Expenses, 100% = \$266.2 million

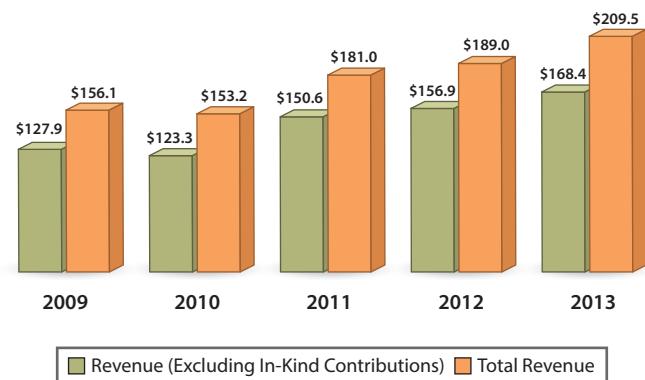


MAP then categorized the 447 LGBT nonprofits identified through GuideStar into eight broad categories: community centers, advocacy organizations, issue organizations, arts and culture organizations (e.g. choirs), social/recreational organizations (e.g. pride committees), health and human services providers, research and public education organizations, and legal organizations. As shown in *Figure 2* on the previous page, 36% of the 447 organizations fall into one of the four categories covered in this report. While community centers, which comprise an additional 34% of the identified nonprofits, are not included in this report, their financial and operational capacity are examined in MAPs biennial *LGBT Community Center Survey Report*.<sup>9</sup>

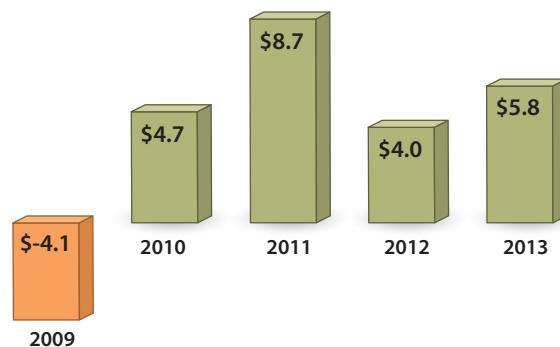
Thus, between this report and our *LGBT Community Center Survey Report*, 69% of all LGBT nonprofits fall into a sub-category of LGBT organization analyzed by MAP. While the 37 organizations in this report comprise only 8% of the 447 LGBT nonprofits identified through GuideStar, they represent 22% of all LGBT nonprofits' combined expenses (excluding in-kind expenses) (see *Figure 3a*). Participants comprise 61% of combined expenses of the four categories of organizations examined in this report (see *Figure 3b*). The data from participants is therefore a representative reflection of the strength and capacity of the LGBT movement's social justice organizations.

<sup>9</sup> The *LGBT Community Center Survey Report* is conducted every two years by MAP and CenterLink. Past reports, including the 2014 edition, are available at <http://lgbtmap.org/2014-lgbt-community-center-survey-report>.

**Figure 4: 2009-2013 Revenue**  
Participants Combined, \$ Millions (n=37)



**Figure 5: 2009-2013 Difference in Revenue and Expenses**  
Excluding In-Kind Expenses, Participants Combined, \$ Millions (n=37)



## REVENUE

As a group, participating organizations reported increased revenue in 2013, marking the third year of growth after the declines associated with the recession of 2007-2008. As shown in *Figure 4* on the previous page, total revenue increased by 7% from 2012 to 2013 (excluding in-kind contributions). Twenty-three organizations experienced an increase in revenue (excluding in-kind contributions), and 14 reported an increase of 20% or more. Fourteen of the 37 participating organizations reported a decrease in revenue (excluding in-kind) from 2012 to 2013, with an average decrease of 21%. Revenue of participating organizations has grown 37% since 2010, the last year in which revenue for the participating organizations decreased overall. Revenue growth by participating organizations closely tracks the 7.75% aggregate growth reported by the top 100 nonprofit organizations.<sup>2</sup>

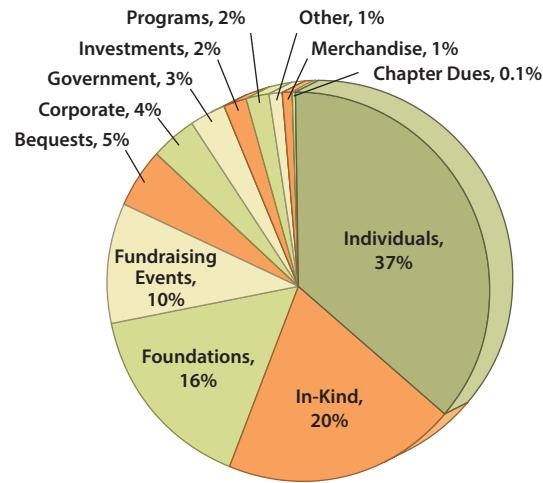
Revenue for participating organizations exceeded 2013 expenses by \$5.8 million (see *Figure 5* on the previous page). This exceeded the 2012 margin of \$4 million, but was smaller than the margin reported in 2011 (\$8.7 million).

*Figure 6* shows the diversity of revenue sources reported by participating organizations for 2013. Of the \$209.5 million in revenue for participating organizations, 37% was from individual contributions. In-kind contributions accounted for 20% of revenue, followed by foundation funding (16%) and fundraising income (10%). Government funding only accounted for 3% of total revenue in 2013.

*Table 2* contains multi-year revenue data for participating organizations. Revenue from individual donor contributions increased substantially from 2012 to 2013, while revenue from a number of other sources—including government funding, corporate contributions, and program income—decreased. The 15% increase in revenue from individual contributions from 2012 to 2013 was up markedly from the prior year, when these revenues increased by just 3%. Government funding decreased 12% from 2012 to 2013, which is remarkable given the 130% increase (from \$2.8 million to \$6.5 million) from 2011 to 2012. Investment income increased substantially by 41%, and in-kind contributions increased by 28%, which may reflect the increase in marriage equality litigation and the time and resources donated by law firms for those cases.

**Figure 6: 2013 Revenue by Source**

All Participants Combined, 100% = \$209.5 million



**Table 2: 2011-2013 Detailed Revenue for Participating Organizations \$ Millions (n=37)**

Revenue	2011	2012	2013
Individual Contributions	\$66.0	\$67.8	\$77.9
Foundation Contributions	36.5	33.5	33.8
Corporate Contributions	7.4	8.0	7.8
Government Funding	2.8	6.5	5.8
Bequests	8.0	9.5	10.5
Program Income	3.5	3.8	3.6
Fundraising Event Income	21.2	21.6	21.8
Other	5.1	6.2	7.1
<b>Total Revenue Excluding In-Kind Contributions</b>	<b>150.6</b>	<b>156.9</b>	<b>168.4</b>
In-Kind Contributions	30.3	32.1	41.1
<b>Total Revenue Including In-Kind Contributions</b>	<b>181.0</b>	<b>189.0</b>	<b>209.5</b>

Note: Columns may not sum due to rounding.

## Revenue Concentration

Participating organizations received, on average, 41% of their 2013 revenue from their 10 largest contributors, including individual donors, foundations, and/or corporate donors (see *Figure 7*). The average organization's reliance on top 10 contributors has fluctuated only 4 percentage points over the last five years. Twelve participating organizations received over 50% of their revenue in 2013 from their top 10 contributors. Seven organizations received less than 20% of their revenue from their top 10 contributors.

## EXPENSES AND 2013 BUDGETS

As organizations have more fundraising success and can grow revenues, they have more resources available to expand programs. Increased revenue is therefore reflected in increased expenses and budgets.

Cumulatively, the 37 organizations reporting budget data had combined 2014 budgets of \$185.9 million, a 14% increase from their 2013 actual combined expenses of \$162.6 million<sup>h</sup> (or \$203.4 million including in-kind expenses), as shown in *Figure 8*. Expenses for 2013 increased 6% from 2012 (excluding in-kind expenses). This compares to an 8% increase for participating organizations from 2011 to 2012, a 20% increase from 2010 to 2011, and a 10% decrease from 2009 to 2010. The moderate increase from 2012 to 2013 may signal a return to normal levels of expense growth after the recovery boom that followed the recession. The growth in expenses reported by national organizations is slightly greater than the 4.5% increase reported by the top 100 nonprofits organizations.<sup>3</sup>

## OTHER INDICATORS OF FINANCIAL HEALTH

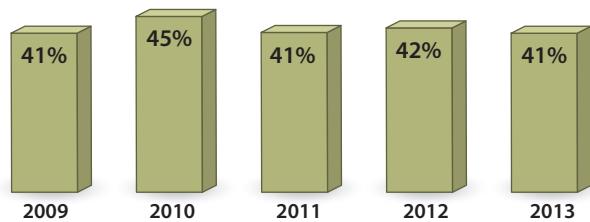
### Cash and Capital

Daily cash expenditures for all participating organizations increased 6% from 2012 to 2013 to a cumulative average of \$438,800 per day for the entire group (see *Figure 9*). This is a five-year high for participating organizations.

Average days of working capital is the measure of an organization's cash reserves in comparison to its average daily cash expenses — in other words, for how many days could the organization meet all expenses using its current reserves? As shown in *Figure 10* on the next page,

**Figure 7: 2009-2013 Percent of Revenue from Top Ten Contributors**

Unweighted Average for All Participants



Note: These averages are adjusted based on the total number of organizations for which data was available in a given year.

**Figure 8: 2009-2013 Expenses**

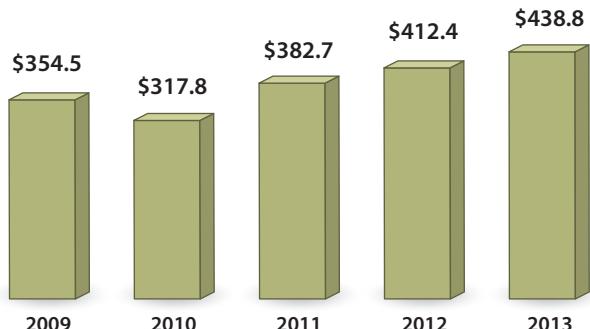
All Participants Combined, \$ Millions



[■ Expenses (Excluding In-Kind Expenses) ■ Total Expenses]

**Figure 9: 2009-2013 Cumulative Average Daily Cash Expense**

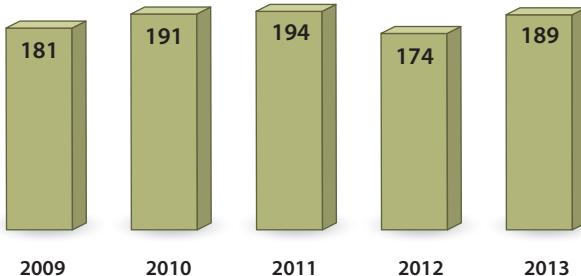
Participants, \$ Thousands (n=37)



Note: These averages are adjusted based on the total number of organizations for which data was available in a given year.

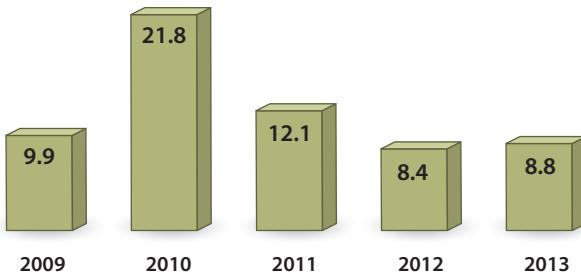
<sup>h</sup> Examples of in-kind expenses include pro bono legal fees, donated computers, or donated food for events. While in-kind expenses are required to be reported by the Generally Accepted Accounting Principles (GAAP), which are the basis of the data used in this report, in-kind expenses are not reported on Form 990 tax returns. Accordingly, in order to be comparable, in-kind expenses are removed in this analysis. Additionally, 2014 budgets do not generally include estimated in-kind expenses.

**Figure 10: 2009-2013 Average Days of Working Capital**  
Unweighted Average for All Participants



Note: These averages are adjusted based on the total number of organizations for which data was available in a given year.

**Figure 11: 2009-2013 Liquidity Ratio**  
Unweighted Average for All Participants



Note: These averages are adjusted based on the total number of organizations for which data was available in a given year.

between 2009 and 2013, average days of working capital have been relatively stable, with a dip in 2012. From 2012 to 2013, average days of working capital increased 9% to 189 days, or approximately 6 ½ months.

Another indicator of financial health and stability is an organization's liquidity ratio. This ratio measures cash and investments on hand to cover current financial obligations such as accounts payable and lines of credit. The average liquidity ratio for participating organizations increased to 8.8 in 2013 (see *Figure 11*). In other words, organizations had \$8.80 in cash and investments for every \$1 in current financial obligations. Six organizations reported liquidity ratios below 1, indicating greater obligations than cash and investments on hand.

**Table 3: 2009-2013 Statement of Financial Position for Organizations with Five-Year Trend Data \$ Millions (n=31)**

	2009	2010	2011	2012	2013
<b>Assets</b>					
Cash and cash equivalents	\$20.0	\$19.6	\$25.3	\$26.2	\$27.8
Investments	25.3	36.5	39.7	43.7	49.6
Other current assets	20.2	19.3	20.5	22.0	24.8
Net fixed assets	25.4	24.2	27.2	29.3	27.9
Other long-term assets	29.4	25.7	22.1	18.6	15.0
<b>Total Assets</b>	<b>\$120.2</b>	<b>\$125.4</b>	<b>\$134.9</b>	<b>\$139.8</b>	<b>\$145.1</b>
<b>Liabilities</b>					
Current liabilities	11.0	11.3	11.8	14.4	14.3
Long-term debt	6.0	5.4	7.6	5.1	4.5
Other long-term liabilities	1.2	1.6	2.0	2.5	2.6
<b>Total Liabilities</b>	<b>\$18.2</b>	<b>\$18.3</b>	<b>\$21.3</b>	<b>\$22.0</b>	<b>\$21.4</b>
<b>Net Assets</b>					
Unrestricted	48.2	56.7	61.8	68.2	73.2
Temporarily restricted	40.3	35.9	33.8	31.5	30.5
Permanently restricted	13.5	14.6	17.9	18.2	20.0
<b>Total Net Assets</b>	<b>\$102.0</b>	<b>\$107.1</b>	<b>\$113.5</b>	<b>\$117.8</b>	<b>\$123.7</b>
<b>Total Liabilities and Net Assets</b>	<b>\$120.2</b>	<b>\$125.4</b>	<b>\$134.9</b>	<b>\$139.8</b>	<b>\$145.1</b>

Note: Columns may not sum due to rounding.

## Assets and Liabilities

Total combined assets increased 4% from 2012 to 2013, reflecting continued growth for participating organizations. *Table 3* shows the combined Statement of Financial Position from 2009 to 2013 for the 31 organizations for which five-year data was available. Noteworthy data include:

- Investments increased 14% from 2012 to 2013 for a five-year high of \$49.6 million in total investments.
- Participating organizations with five-year data had \$27.9 million in net fixed assets, including land, equipment, and furniture (adjusted for accumulated depreciation).
- Unrestricted net assets increased by 7%, while temporarily restricted assets decreased by 3% and permanently restricted assets increased by 10%.

## FUNDRAISING

Like most other nonprofits, participating organizations rely on fundraising to generate a significant portion of their revenue. This section examines the ways in which LGBT nonprofits fundraise and includes analysis of top contributor trends, fundraising costs, fundraising from individual donors, and comparisons with national trends. Overall, the data show a positive trend for participating organizations when it comes to fundraising, with increases in the number of donors at all levels.

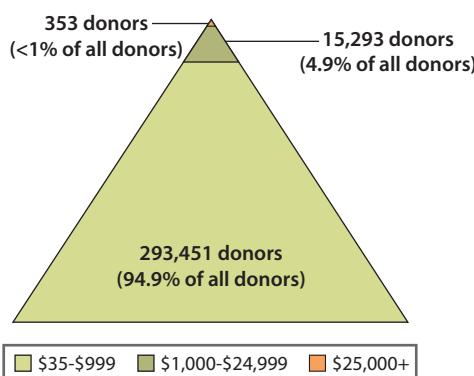
### Individual Donors

As noted above and shown in Figure 6 on page 5, individual donors represented 37% of combined revenue for participating organizations (the largest source of revenue). Participating organizations reported a total of 309,097 donors who donated at least \$35 in 2013, a 6% increase from 2012. Of these, 293,451 donated between \$35 and \$999, 15,293 donated between \$1,000 and \$24,999, and 353 donated \$25,000 or more (see Figure 12).

Thirty-three organizations provided data on the number of individual donors over the past four years (see Figure 13). Donors giving \$35 or more increased 6% from 2012 to 2013, mirroring similar increases in 2011 and 2012. Donors giving \$1,000 to \$24,999 increased 12% from 2012 to 2013 for reporting organizations. The number of donors giving \$25,000 or more increased 18% from 2012 to 2013, a strong level of growth that has been maintained for four years (14% from 2010 to 2011, and 12% from 2011 to 2012). As shown in Figure 13, the number of attendees at fundraising events dropped by 3% to 56,883 in 2013.

**Figure 12: 2013 Donor Pyramid**

Number and Percent of Total Donors Giving at Various Levels  
Participants (n=37)

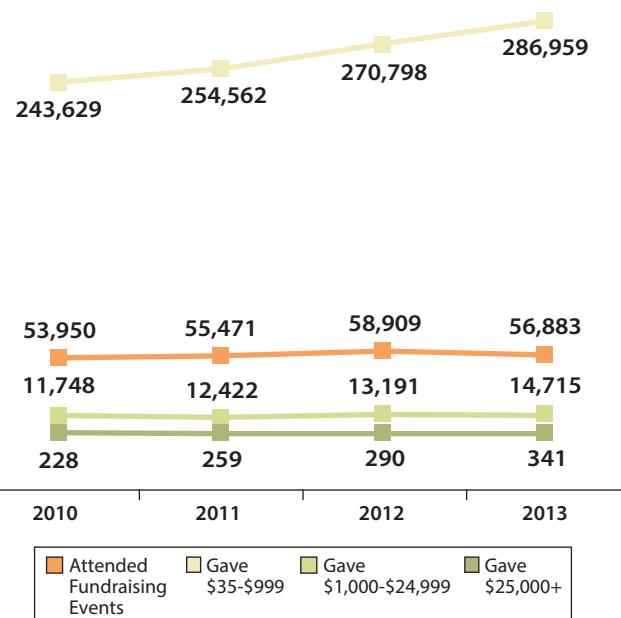


Another important measure of the ability of the participating organizations to engage donors is the rate of donor turnover. Donor turnover is measured as the percent of donors who contributed in the previous year but did not make a contribution in the current year (see Figure 14). Participating organizations reported an average turnover rate of 46% in 2013, one percentage point higher than 2012.

Despite what the survey reveals about the growth in fundraising, LGBT organizations continue to rely

**Figure 13: 2010-2013 Numbers of Donors**

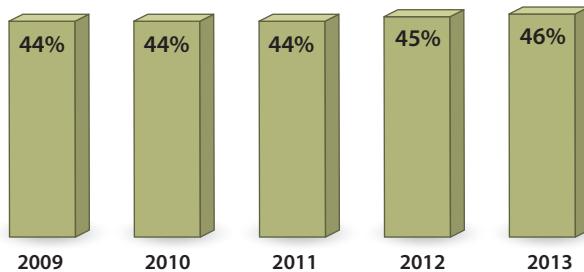
Individuals Donating at Various Levels or Attending Fundraising Events (n=33)



Note: The majority of organizations offered donor information from 2010-2013.

**Figure 14: 2009-2013 Average Donor Turnover**

Unweighted average % of donors in a given year who do not donate but donated in the previous year



Note: These averages are adjusted based on the total number of organizations for which data was available in a given year.

on contributions from a small fraction of the LGBT community. As shown in *Figure 15*, the total number of people who gave \$35 or more to a participating organizations represents under 4% of the total number of LGBT adults in the United States. It's likely that the percentage of LGBT adults supporting these organizations is even smaller because we count each donor reported by an organization as a unique donor (i.e., we assume no duplicity between lists) and the total number of donors to these organizations likely includes at least some non-LGBT allies. This suggests that the vast majority of LGBT adults in the U.S. do not currently financially support the leading LGBT organizations covered in this report. Of course, a larger analysis would need to assess giving to LGBT organizations not included in this report, as well as donors who have given under \$35.

## Fundraising Efficiency

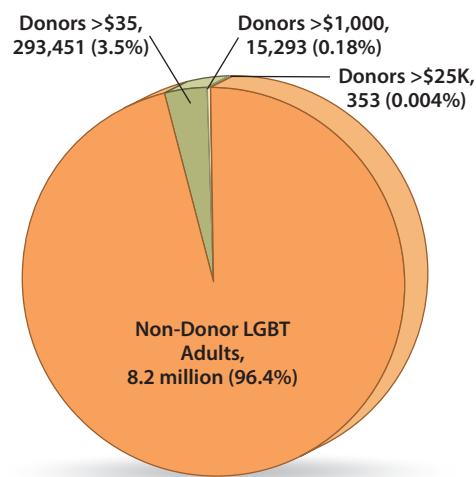
Participating organizations are relatively efficient in their fundraising operations compared to national benchmarks. In 2013, these organizations spent an average of 81% of expenses on programs and services, 10% on fundraising, and 9% on management and general expenses (see *Figure 16*). These percentages exceed the efficiency benchmarks set by the Better Business Bureau Wise Giving Alliance.<sup>4</sup> As shown in *Table 4*, fundraising expenses for participating organizations increased 5% from 2012 to 2013, while program and management expenses increased 11% and 17%, respectively.

Participants spent an average of \$0.12 to raise each dollar of fundraising revenue in 2013 (see *Figure 17*). This ratio has remained relatively constant over the past five years for participating organizations.

It should be noted that fundraising is more difficult and costly for 501(c)(4) organizations and 527/PACs than for 501(c)(3) organizations. This is because donations to 501(c)(4) organizations and 527/PACs are not tax deductible since the funds can be used

**Figure 15: Combined 2013 Donors vs. LGBT Population**

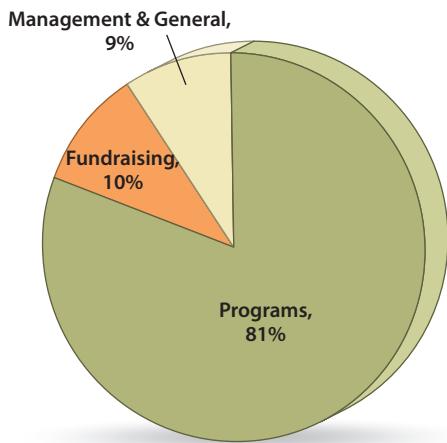
Participants Combined, 100% = Est'd 8.4 million LGBT Adults in US  
(n=37)



Source: The Williams Institute (LGBT Population Estimate).

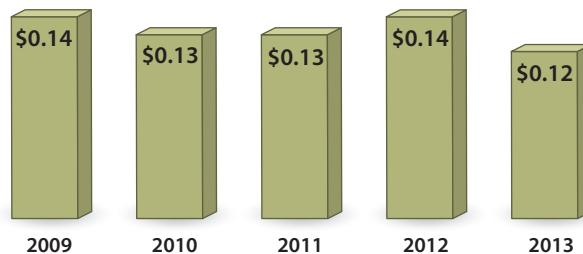
**Figure 16: 2012 Expense Breakdown**

All Participants Combined, 100% = \$182.2 million



**Figure 17: 2009-2013 Overall Cost to Raise \$1**

Unweighted Average for All Participants



Note: These averages are adjusted based on the total number of organizations for which data was available in a given year.

**Table 4: 2012-2013 Expenses for Participating Organizations \$ Millions (n=35)**

Expenses	2012	2013
Programs	\$148.8	\$164.7
Fundraising	20.2	21.2
Management & General	15.1	17.6
<b>Total Expenses</b>	<b>\$184.2</b>	<b>\$203.4</b>

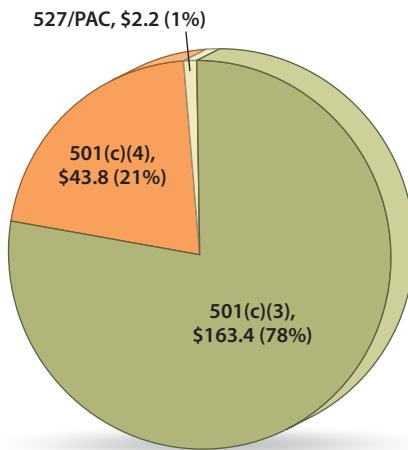
Note: Columns may not sum due to rounding.

for lobbying and other activities designed to impact legislation and elections. In part because of this more challenging fundraising burden, watchdogs like Charity Navigator do not rate or provide benchmarks for 501(c)(4) organizations and 527/PACs. While most 2013 revenue for organizations in this survey (78%, or \$163.4 million) is attributable to 501(c)(3) organizations, 21% of revenue is attributable to 501(c)(4) organizations and the remaining 1% to 527/PACs (see *Figure 18*). To the extent that the fundraising expenses of the 501(c)(4) organizations and 527/PACs are higher, it may impact the overall average, but the cost to raise \$1 for organizations with 501(c)(4)s and 527/PACs was \$0.10.

## National Comparison

Individual contributions to participating organizations grew at a significantly higher rate when compared to the growth in contributions for all nonprofits tracked by Giving USA.<sup>5</sup> Nationwide individual giving to nonprofits increased 4.2% from 2012 to 2013, compared to the increase of 15% among participating organizations (see *Figure 19*). Meanwhile, the 1.7% decline in corporate giving reported by participating organizations is mirrored by a national decline of 1.9%. Participating LGBT organizations saw an 10.8% increase in bequests from 2012 to 2013, similar to the 8.7% national increase in bequests. However, the participating organizations did not do as well when it comes to growth in foundation giving. While the LGBT organizations saw a 0.9% increase in foundation giving from 2012 to 2013, nationwide foundation giving increased 5.7%.

**Figure 18: 2013 Revenue by Legal Type**  
All Participants Combined, \$ Millions, 100% = \$209.5



Note: May not total 100% due to rounding.

## STAFF AND BOARD

Participating organizations provided information about staff and board gender identity and expression, identification as transgender, and race/ethnicity (with the option to choose more than one race/ethnicity for each employee and board member). Organizations also provided data about staff age, tenure, and compensation. Altogether, the data explored in this section show that participating organizations have diverse staff teams totaling 836 full-time and 141 part-time employees.

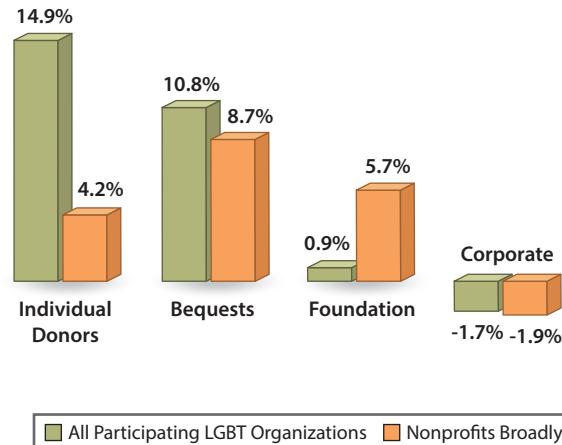
### Racial and Ethnic Diversity

The percent of paid staff at participating organizations identifying as people of color is slightly lower than that of the overall population. As shown in *Figure 20* on the next page, 34% of paid staff identify as people of color: 13% as Latino/a, 10% as African-American, 9% as Asian/Pacific Islander, 0.5% as Native American, 4% as another race, and 66% as Caucasian. By comparison, 37% of the U.S. population identify as people of color.<sup>6</sup> Fifteen participating organizations reported that a higher percentage of their staff identify as people of color when compared to the overall U.S. population.

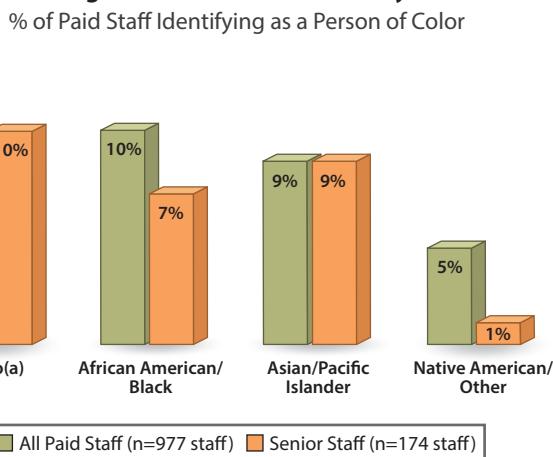
Fewer senior staff at participating organizations identify as people of color than paid staff overall. As shown in Figure 20, 27% of senior staff identify as people of color, with 10% identifying as Latino/a, 9%

**Figure 19: Percent Change in Revenue from 2012 to 2013**

By Source, All Participants (n=37)



Source: MAP analysis; Giving USA and the Lilly Family School of Philanthropy, "Giving USA 2014: The Annual Report on Philanthropy for the Year 2014, Highlights," Indiana University, 2013.

**Figure 20: Staff Race/Ethnicity**

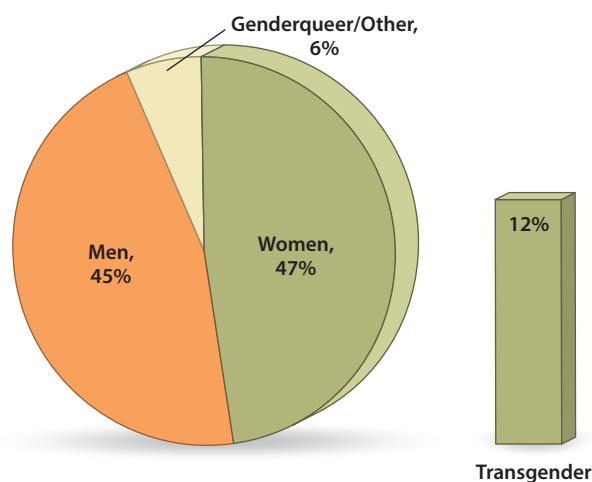
Note: These averages are not exclusive; staff may identify as more than one race or ethnicity.

**Figure 21: Board Member Race/Ethnicity**

Note: These averages are adjusted based on the total number of organizations for which data was available in a given year.

**Figure 22: Staff Gender**

Combined Staff for All Participants (n=867)



Note: May not total 100% due to rounding.

as Asian/Pacific Islander, 7% as African-American, 1% as Native American, and 73% as Caucasian. Eleven participating organizations reported that a higher percentage of their senior staff identify as people of color when compared to the overall U.S. population. For comparison, a 2012 national survey found that only 7% of executive directors were people of color.<sup>7</sup>

Fewer board members (29%) than staff of participating organizations identify as people of color (see *Figure 21*). Nine organizations reported that a higher percentage of their board members identify as people of color when compared to the overall U.S. population. For comparison, the 2012 national survey of nonprofits showed that only 18% of board members identified as people of color.<sup>8</sup>

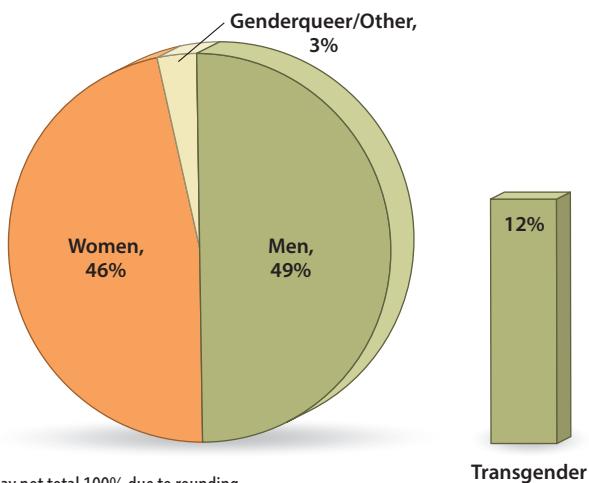
## Gender Identity and Transgender Status

As *Figure 22* shows, slightly less than half of paid staff at participating organizations identify as women (47%), less than half as men (45%), and 6% as genderqueer/other. These organizations reported that 12% of their paid staff identify as transgender (note that transgender status is a separate identification from gender identity and that most of these staff will also identify as male, female, or genderqueer). The percentage of transgender staff drops to 7% when transgender-specific organizations are removed from the analysis.<sup>i</sup> Of the 33 non-transgender-specific organizations that reported this data, nine reported that over 10% of their staff identify as transgender.

*Figure 23* on the next page shows the gender breakdown for board members: 49% identify as men, 46% as women, and 3% as genderqueer/other. National statistics show nonprofit boards comprised of 55% men and 45% women.<sup>9</sup> Participating LGBT organizations reported that 12% of their board members identify as transgender. When transgender-specific organizations are removed from the analysis, the number drops to 6%. Seven non-transgender-specific organizations reported that transgender board members made up 10% or more of their boards.

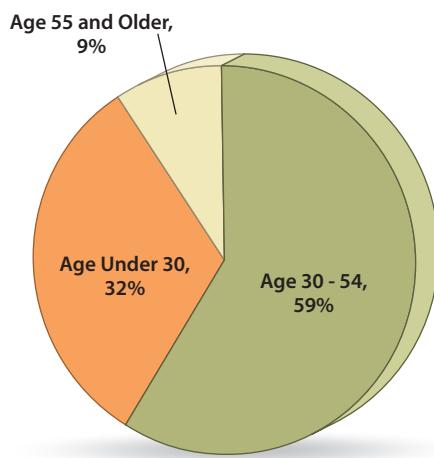
<sup>i</sup> Three organizations were excluded from this analysis because their work focuses primarily on advancing transgender equality: National Center for Transgender Equality, Sylvie Rivera Law Project, and Transgender Law Center. We did not perform similar analysis for organizations focusing on people of color because only one participating organization focuses on LGBT people of color: the National Queer Asian Pacific Islander Alliance. With such a small staff (five total paid staff), removing them from the analysis would not make a significant difference in the diversity of the organizations.

**Figure 23: Board Member Gender**  
Combined Board Members for All Participants (n=677)



Note: May not total 100% due to rounding.

**Figure 24: Staff Age**  
Combined Average for Participants (n=977)



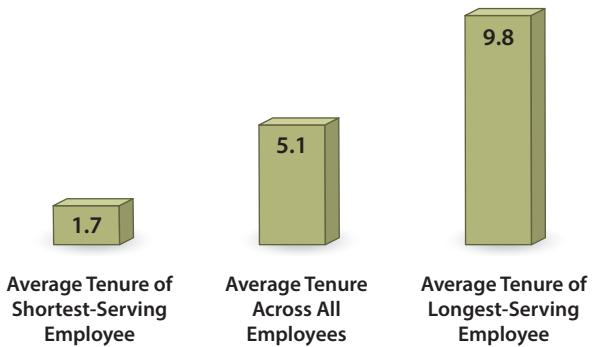
## Staff Age and Tenure

Participating organizations reported that 59% of their staff were between the ages of 30 and 54, 32% were under 30, and 9% were 55 and older (see *Figure 24*). This compares to 12.8% of the current U.S. workforce who are 55 and older.<sup>10</sup>

The average tenure for the longest-serving senior manager at participating organizations was 9.8 years, while the average overall tenure for senior managers was just over five years (see *Figure 25*).

**Figure 25: Staff Tenure**

Combined Average for Participating Organizations (n= 37)



This page intentionally left blank

## TEN-YEAR REVIEW

In this section, we analyze the data available from organizations that have participated in this survey every year from 2004 to 2013. Twenty-two organizations fell into this category and reported enough data to allow for analysis of cross-year trends. **IMPORTANT: Because of the change in participants, figures in this analysis should not be compared to the figures in previous reports OR to the figures in this year's Movement Report and analysis in the preceding pages.** This is a stand-alone review of the 22 participating organizations referenced above and should be treated as such.

### Ten-Year Participating Organizations

Twenty-two organizations have participated in this survey from 2004 to 2013 and reported enough data each year to analyze in this review. *Table 5* shows a list of participating organizations by category.

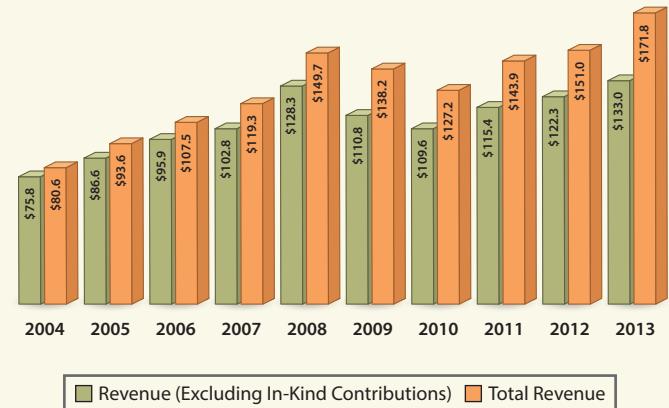
### Revenue and Expenses

From 2004 to 2013, combined revenue for the 22 organizations increased 76%, from \$75.8 million to \$133.0 million (excluding in-kind revenue). During this period, the finances of these organizations were impacted significantly by two events: the Great Recession and computer software pioneer and philanthropist Ric Weiland's \$65 million bequest to LGBT movement organizations (see *Figure 26*). Between 2007

Table 5: 10-year Participating Organizations by Category	
<b>Advocacy</b>	Empire State Pride Agenda Equality California Family Equality Council Gay & Lesbian Victory Fund and Leadership Institute Human Rights Campaign and Foundation (HRC) Log Cabin Republicans MassEquality National Center for Transgender Equality (NCTE) PFLAG (Parents, Families & Friends of Lesbians and Gays) The Task Force
<b>Issue</b>	CenterLink Freedom to Marry GLAAD Gay, Lesbian and Straight Education Network (GLSEN) Gay-Straight Alliance Network (GSA) Immigration Equality Soulforce
<b>Legal</b>	ACLU LGBT & AIDS Project Gay & Lesbian Advocates & Defenders (GLAD) Lambda Legal Defense National Center for Lesbian Rights (NCLR)

One organization preferred not to be listed.

**Figure 26: 2004-2013 Revenue**  
Participants Combined, \$ Millions (n=22)



**Figure 27: 2004-2013 Bequests**  
Participants Combined, \$ Millions (n=22)



**Figure 28: 2004-2013 In-Kind Contributions**  
Participants Combined, \$ Millions (n=22)



and 2008, the year of the Weiland bequest, revenue for the 22 participating organizations increased 18%. Then in 2009, these organizations experienced a 39% decline in revenue, followed by another year of loss in 2010 before a steady recovery in the years since. Excluding in-kind contributions, the 10-year participating LGBT organizations recovered in 2013 to the revenue levels they reached in 2008.

*Figure 27* on the previous page clearly illustrates the significant impact that Ric Weiland's bequest had on the participating organizations.

Since 2004, the 10-year participating organizations have reported an 800% increase in in-kind contributions (see *Figure 28* on the previous page). The rise in in-kind contributions was fairly steady from 2004 through 2012, followed by a significant spike in in-kind contributions in the last year. This is perhaps due to the rise in marriage equality litigation, aided by the generous *pro bono* donations of law firms across the country.

The ten-year time period is marked by an overall, though sporadic, increase in revenue coming from individual donations (see *Figure 29*). However, the percentage of revenue coming from individual donations has actually declined over this period, from 57% of total revenue in 2004 to 40% in 2013.

From 2004 to 2013, combined expenses for the 22 organizations increased 94%, from \$66.9 million to \$129.6 million, excluding in-kind expenses (see *Figure 30*).

## Fundraising

### Individual Donors

Among the 22 organizations for which we have ten-year data, the number of individual donors giving between \$35 and \$999 fluctuated widely from 2004 to 2013, as shown in *Figure 31*. Overall, these organizations only report a total 23% increase in donors giving \$35 or more. We did not ask organizations about the donors giving \$1,000 to \$24,999 and \$25,000+ for all 10 years.

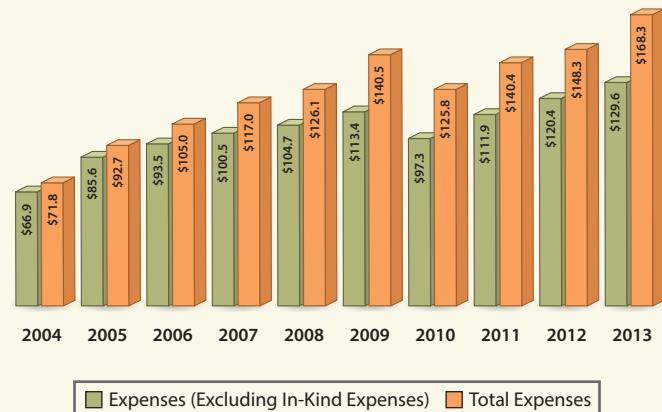
**Figure 29: 2004-2013 Individual Donations**

Participants Combined, \$ Millions (n=22)



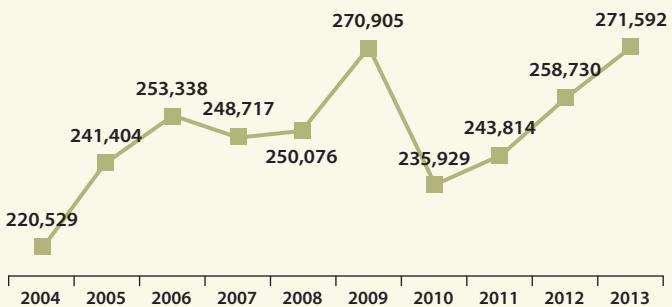
**Figure 30: 2004-2013 Expenses**

Participants Combined, \$ Millions (n=22)



**Figure 31: 2004-2013 Individual Donations Greater than \$35**

Participants Combined, (n=22)



## APPENDIX: ADDITIONAL INFORMATION ABOUT PARTICIPATING ORGANIZATIONS

The following is a list of the participating organizations, their focus areas, and websites. One organization preferred not to be listed in this table.

Organization	Mission	Focus Area	Website	Exceeds Better Business Bureau Wise Giving Alliance Benchmarks?
ACLU LGBT & AIDS Project	Create a society in which LGBT people and people with HIV enjoy the basic rights of equality, privacy, personal autonomy and freedom of expression and association. This means an America where people can live openly without discrimination, where there's respect for our identities, relationships and families, and where there's fair treatment in employment, schools, housing, public places, healthcare and government programs.	Legal – LGBT and HIV Legal Advocacy	<a href="http://www.aclu.org/LGBT">www.aclu.org/LGBT</a>	
Basic Rights Oregon	Basic Rights Oregon will ensure that all lesbian, gay, bisexual and transgender Oregonians experience equality by building a broad and inclusive politically powerful movement, shifting public opinion, and achieving policy victories.	Advocacy – Oregon	<a href="http://www.basicrights.org">www.basicrights.org</a>	
CenterLink: The Community of LGBT Centers	CenterLink exists to support the development of strong, sustainable LGBT community centers and to build a unified center movement.	Issue – LGBT Community Centers	<a href="http://www.lgbtcenters.org">www.lgbtcenters.org</a>	
Empire State Pride Agenda	Win equality and justice for LGBT New Yorkers and our families through education, organizing and advocacy programs. We work to create a broadly diverse alliance of LGBT people and allies in government, communities of faith, labor, the workforce and other social justice movements to achieve equality for LGBT New Yorkers and broader social, racial and economic justice.	Advocacy – New York	<a href="http://www.prideagenda.org">www.prideagenda.org</a>	
Equality California	Our mission is to achieve and maintain full and lasting equality, acceptance, and social justice for all people in our diverse LGBT communities, inside and outside of California. Our mission includes advancing the health and well-being of LGBT Californians through direct healthcare service advocacy and education.	Advocacy - California	<a href="http://www.eqca.org">www.eqca.org</a>	
Equality Federation	Equality Federation is the movement builder and strategic partner to state-based organizations advancing equality for LGBT people in the communities we call home.	Advocacy – State-based Equality Groups	<a href="http://www.equalityfederation.org">www.equalityfederation.org</a>	
Equality Florida	Through education, coalition building, grassroots organizing, and lobbying we are changing Florida so that no one suffers harassment or discrimination on the basis of their sexual orientation or gender identity.	Advocacy - Florida	<a href="http://www.eqfl.org">www.eqfl.org</a>	
Equality Maine	EqualityMaine works to secure full equality for lesbian, gay, bisexual, and transgender people in Maine through political action, community organizing, education, and collaboration.	Advocacy – Maine	<a href="http://www.equalitymaine.org">www.equalitymaine.org</a>	
Family Equality Council	Family Equality Council is committed to a future in which families with parents who are lesbian, gay, bisexual, transgender, and queer are legally recognized, valued by society, and afforded equal opportunity to thrive.	Advocacy – LGBT Families	<a href="http://www.familyequality.org">www.familyequality.org</a>	
Freedom to Marry	Freedom to Marry is the campaign to win marriage nationwide. By pursuing our Roadmap to Victory, we're working to win the freedom to marry in more states, grow the national majority for marriage and end federal marriage discrimination. We partner with individuals and organizations across the country to end the exclusion of same-sex couples from marriage and the protections, responsibilities and commitment that marriage brings.	Issue – The freedom to marry	<a href="http://www.freedomtomarry.org">www.freedomtomarry.org</a>	

Organization	Mission	Focus Area	Website	Exceeds Better Business Bureau Wise Giving Alliance Benchmarks?
<b>Funders for LGBTQ Issues</b>	Funders for LGBTQ Issues seeks to mobilize philanthropic resources that enhance the well-being of lesbian, gay, bisexual, transgender and queer (LGBTQ) communities, promote equity and advance racial, economic and gender justice.	Research and Public Education - Philanthropy	<a href="http://www.lgbtfunders.org">www.lgbtfunders.org</a>	
<b>Gay &amp; Lesbian Advocates &amp; Defenders (GLAD)</b>	Through strategic litigation, public policy advocacy, and education, Gay & Lesbian Advocates & Defenders works in New England and nationally to create a just society free of discrimination based on gender identity and expression, HIV status, and sexual orientation.	Legal – LGBT and HIV Legal Advocacy in New England	<a href="http://www.glad.org">www.glad.org</a>	
<b>Gay &amp; Lesbian Victory Fund and Leadership Institute</b>	<p>Gay &amp; Lesbian Victory Fund: To change the face and voice of America's politics and achieve equality for LGBT Americans by increasing the number of openly LGBT officials at all levels of government.</p> <p>Gay &amp; Lesbian Leadership Institute: To achieve full equality for LGBT people by building, supporting and advancing a diverse network of LGBT public leaders.</p>	Advocacy – Elected Officials	<a href="http://www.victoryfund.org">www.victoryfund.org</a> <a href="http://www.glli.org">www.glli.org</a>	
<b>Gay, Lesbian and Straight Education Network (GLSEN)</b>	The Gay, Lesbian & Straight Education Network strives to assure that each member of every school community is valued and respected, regardless of sexual orientation or gender identity/expression.	Issue – Schools	<a href="http://www.glsen.org">www.glsen.org</a>	
<b>Gay-Straight Alliance Network (GSA Network)</b>	Empower youth activists to fight homophobia and transphobia in schools.	Issue – Schools	<a href="http://www.gsanetwork.org">www.gsanetwork.org</a>	
<b>GLAAD</b>	GLAAD rewrites the script for LGBT equality. As a dynamic media force, GLAAD tackles tough issues to shape the narrative and provoke dialogue that leads to positive change. GLAAD protects all that has been accomplished and creates a world where everyone can live the life they love.	Issue – Media	<a href="http://www.glaad.org">www.glaad.org</a>	
<b>Human Rights Campaign and Foundation (HRC)</b>	The Human Rights Campaign is organized and operated for the promotion of the social welfare of the lesbian, gay, bisexual and transgender community. By inspiring and engaging people from around the globe, HRC strives to end discrimination against LGBT people and realize a world that achieves fundamental fairness and equality for all. The Human Rights Campaign Foundation is organized for the charitable and educational purposes of promoting public education and welfare for the lesbian, gay, bisexual and transgender community. HRC Foundation envisions a world where lesbian, gay, bisexual and transgender people are ensured equality and embraced as full members of society at home, at work and in every community.	Advocacy - Nationwide	<a href="http://www.hrc.org">www.hrc.org</a>	
<b>Immigration Equality &amp; Immigration Equality Action Fund</b>	Immigration Equality is a free legal services organization which works to end discrimination in U.S. immigration law, reduce its negative impact on the lives of LGBT and HIV-positive people, and help obtain asylum for those persecuted in their home countries based on their sexual orientation, gender identity/gender expression, or HIV status. Through education, outreach, and advocacy, and by maintaining a nationwide network of resources, Immigration Equality provides information and support to advocates, attorneys, politicians, and those threatened by persecution or the discriminatory elements of the law.	Issue – Immigration	<a href="http://www.immigrationequality.org">www.immigrationequality.org</a> <a href="http://www.immigrationequality-actionfund.org">www.immigrationequality-actionfund.org</a>	

Organization	Mission	Focus Area	Website	Exceeds Better Business Bureau Wise Giving Alliance Benchmarks?
<b>Keshet</b>	Keshet is a national grassroots organization that works for the full inclusion of lesbian, gay, bisexual, and transgender (LGBT) Jews in Jewish life. Led and supported by LGBT Jews and straight allies, Keshet offers resources, trainings, and technical assistance to create inclusive Jewish communities nationwide.	Advocacy – Jewish Community	<a href="http://www.keshetonline.org">www.keshetonline.org</a>	
<b>Lambda Legal Defense</b>	Achieve full recognition of the civil rights of LGBT people and those with HIV through impact litigation, education and public-policy work.	Legal – LGBT and HIV Legal Advocacy	<a href="http://www.lambdalegal.org">www.lambdalegal.org</a>	
<b>Log Cabin Republicans &amp; and Liberty Education Forum</b>	<p>Log Cabin Republicans (LCR) works within the Republican Party to advocate for equal rights for gay and lesbian Americans. We emphasize how our principles of limited government, individual liberty, personal responsibility, free markets and a strong national defense—and the moral values on which they stand—are consistent with the pursuit of equal treatment under the law for gay and lesbian Americans.</p> <p>Liberty Education Forum (LEF) uses the power of ideas to educate people about the importance of achieving freedom and fairness for all Americans, regardless of sexual orientation or gender identity. LEF conducts educational programs, grassroots training and research on key issues that impact the LGBT population.</p>	Advocacy – Republican Party	<a href="http://www.logcabin.org">www.logcabin.org</a> <a href="http://www.libertyeducationforum.org">www.libertyeducationforum.org</a>	
<b>MassEquality</b>	MassEquality works to ensure that everyone across Massachusetts can thrive from cradle to grave without oppression and discrimination based on sexual orientation, gender identity, or gender expression. We do this by partnering across identities, issues and communities to build a broad, inclusive and politically powerful movement that changes hearts and minds and achieves policy and electoral victories.	Advocacy – Massachusetts	<a href="http://www.masseqality.org">www.masseqality.org</a>	
<b>National Center for Lesbian Rights (NCLR)</b>	NCLR is a national legal organization committed to advancing the civil and human rights of lesbian, gay, bisexual, and transgender people and their families through litigation, legislation, policy, and public education.	Legal – LGBT Legal Advocacy	<a href="http://www.nclrights.org">www.nclrights.org</a>	
<b>National Center for Transgender Equality (NCTE)</b>	End discrimination and violence against transgender people through education and advocacy on national issues of importance to transgender people. By empowering transgender people and our allies to educate and influence policymakers and others, NCTE facilitates a strong and clear voice for transgender equality in our nation's capital and around the country.	Advocacy – Transgender Rights	<a href="http://www.transequality.org">www.transequality.org</a>	

Organization	Mission	Focus Area	Website	Exceeds Better Business Bureau Wise Giving Alliance Benchmarks?
<b>National Queer Asian Pacific Islander Alliance (NQAPIA)</b>	The National Queer Asian Pacific Islander Alliance (NQAPIA) is a federation of lesbian, gay, bisexual, and transgender (LGBT) Asian American, South Asian, Southeast Asian, and Pacific Islander (AAPI) organizations. We seek to build the organizational capacity of local LGBT AAPI groups, develop leadership, promote visibility, educate our community, enhance grassroots organizing, expand collaborations, and challenge homophobia and racism.	Advocacy – Asian Pacific Islander LGBT Community	<a href="http://www.nqapia.org">http://www.nqapia.org</a>	<i>Prior to this year, NQAPIA was fiscally sponsored by the Tides Center in San Francisco. As of January 1, 2014, NQAPIA left Tides to become our own independent tax-exempt organization. NQAPIA has its own 501(c)3 designation and is registered as a non-profit corporation in the State of New York. This has also allowed us to, in-turn, fiscally sponsor other smaller, community-based LGBT AAPI organizations. The increase in administrative costs, as well as the larger share of administrative expenses, are due to one-time start up expenses. These include setting up financial structures and contracts in finance, human resources, risk management, and nonprofit legal compliance.</i>
<b>New York City Gay and Lesbian Anti-Violence Project</b>	We empower lesbian, gay, bisexual, transgender, queer, and HIV-affected communities and allies to end all forms of violence through organizing and education, and support survivors through counseling and advocacy.	Issue – Anti-Violence, Domestic Violence, Sexual Violence, and Hate Violence	<a href="http://www.avp.org">www.avp.org</a>	
<b>Out &amp; Equal Workplace Advocates</b>	Out & Equal Workplace Advocates educates and empowers organizations, human resources professionals, employee resource groups and individual employees through programs and services that result in equal workplace policies, opportunities, practice and benefits, and which include all sexual orientations, gender identities, expressions and characteristics.	Issue – Workplace Equality	<a href="http://www.outandequal.org">www.outandequal.org</a>	
<b>PFLAG National (Parents, Families &amp; Friends of Lesbians and Gays)</b>	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.	Advocacy – Families of LGBT People	<a href="http://www.pflag.org">www.pflag.org</a>	
<b>Point Foundation</b>	Point Foundation empowers promising LGBTQ students to achieve their full academic and leadership potential – despite the obstacles often put before them – to make a significant impact on society.	Issue – Education	<a href="http://www.pointfoundation.org">www.pointfoundation.org</a>	
<b>Reconciling Ministries Network</b>	Reconciling Ministries Network mobilizes United Methodists of all sexual orientations and gender identities to transform our Church and world into the full expression of Christ's inclusive love.	Issue – Religion	<a href="http://www.rmnetwork.org">www.rmnetwork.org</a>	
<b>Services and Advocacy for GLBT Elders (SAGE)</b>	The mission of Services & Advocacy for GLBT Elders (SAGE) is to lead in addressing issues related to lesbian, gay, bisexual and transgender (LGBT) aging. In partnership with its constituents and allies, SAGE works to achieve a high quality of life for LGBT older adults, supports and advocates for their rights, fosters a greater understanding of aging in all communities, and promotes positive images of LGBT life in later years.	Advocacy – LGBT Older Adults	<a href="http://www.sageusa.org">www.sageusa.org</a>	

Organization	Mission	Focus Area	Website	Exceeds Better Business Bureau Wise Giving Alliance Benchmarks?
<b>Soulforce – Home of the Equality Ride</b>	End religion-based discrimination against the LGBTQ community through relentless, nonviolent resistance.	Issue – Religion	<a href="http://www.soulforce.org">www.soulforce.org</a>	<i>In 2013, Soulforce made two long-term strategic investments in the organization as a whole. The first was hiring contractors and updating our technology to produce a new website. This has allowed us to more efficiently raise funds online, increase volunteerism, and bring our work to life with a national constituency through new videography and a comprehensive archive of our first 15 years. The second investment was to pay down on our long-term debt at a pace in line with our commitment to steadily decrease this obligation.</i>
<b>Sylvia Rivera Law Project (SRLP)</b>	Work to guarantee that all people are free to self-determine their gender identity and expression, regardless of income or race and without harassment, discrimination or violence. SRLP is a collective organization founded on the understanding that gender self-determination is inextricably intertwined with racial, social and economic justice. We seek to increase the political voice and visibility of people of color (POC) and low-income people who are transgender, intersex or gender non-conforming.	Legal – Low Income Transgender Rights and Legal Advocacy	<a href="http://www.srlp.org">www.srlp.org</a>	
<b>The Task Force</b>	Build political power in the LGBT community from the ground up by training activists, organizing broad-based campaigns to defeat anti-LGBT referenda and advance pro-LGBT legislation, and building the movement's organizational capacity. Via the Task Force Policy Institute, the LGBT movement's premier think tank, provide research and policy analysis to support the struggle for complete equality and to counter right-wing lies. We work within a broader social justice movement to create a nation that respects the diversity of human expression and identity and that fosters opportunities for all.	Advocacy – Nationwide	<a href="http://www.thetaskforce.org">www.thetaskforce.org</a>	
<b>Transgender Law Center</b>	Transgender Law Center changes law, policy and attitudes so that all people can live safely, authentically, and free from discrimination regardless of their gender identity or expression. In partnership with constituents and allies, Transgender Law Center works to realize a future where gender self-determination and expression are seen as basic rights and matters of common human dignity. TLC's programs include litigation; legal information and referrals; and policy advocacy and movement building to advance rights, health and economic security of diverse transgender communities.	Legal – Transgender Rights and Legal Advocacy	<a href="http://www.transgenderlawcenter.org">www.transgenderlawcenter.org</a>	
<b>The Trevor Project</b>	The Trevor Project is determined to end suicide among LGBTQ youth by providing lifesaving and life-affirming resources, including a nationwide, 24/7 crisis intervention lifeline, a digital community and advocacy/educational programs that create a safe, supportive and positive environment for everyone.	Issue – LGBT Youth and Mental Health	<a href="http://www.thetrevorproject.org">www.thetrevorproject.org</a>	

## ENDNOTES

- <sup>1</sup> The NonProfit Times, "The 2014 NPT Top 100: An In-Dpth Study of America's Largest Nonprofits," October 31, 2014, [http://www.thenonprofittimes.com/wp-content/uploads/2014/10/11-1-14\\_Top100.pdf](http://www.thenonprofittimes.com/wp-content/uploads/2014/10/11-1-14_Top100.pdf).
- <sup>2</sup> NonProfit Times.
- <sup>3</sup> NonProfit Times.
- <sup>4</sup> Better Business Bureau Wise Giving Alliance, "Standards for Charity Accountability," 2003, <http://www.bbb.org/us/standards-for-charity-accountability/>.
- <sup>5</sup> Giving USA and the Lilly Family School of Philanthropy, "Giving USA 2014: The Annual Report on Philanthropy for the Year 2014, Highlights," *Indiana University*, 2014.
- <sup>6</sup> United States Census, "State and County Quick Facts, People Quick Facts," July 8, 2014, <http://quickfacts.census.gov/qfd/states/00000.html>.
- <sup>7</sup> BoardSource, "Nonprofit Governance Index," 2012.
- <sup>8</sup> BoardSource.
- <sup>9</sup> BoardSource.
- <sup>10</sup> U.S. Census, "Household Data, Annual Averages," 2013, <http://www.bls.gov/cps/demographics.htm#age>.



movement advancement project ▶

2215 Market Street • Denver, CO 80205  
720-274-3263  
[www.lgbtmap.org](http://www.lgbtmap.org)