

2012

Gay-Straight Alliance Network
Standard Annual Report

Please see attached SAR Quick User's Guide and separate 2012 LGBT Movement Financial and Operating Overview

IMPORTANT NOTE TO THE READER

Standard Annual Reports help donors understand LGBT organizations' effectiveness and efficiency; give organizations comparative information to fine tune their own performance; and track movement finances to inform actions to improve the movement's financial capacity and health. The organizations supply all data, mostly from audited financials.

Please DO use these reports for a quick glimpse of each organization's goals, priorities, staying power and financial needs. Please DO NOT use these reports as a sole basis for funding decisions.

Snapshot

<i>Founded</i>	<i>Geographic Scope</i>
1998	California & National
<i>Fiscal Year</i>	<i>Type</i>
Jul - Jun	Issue
<i>2012 Budget</i>	<i>Total Paid Staff</i>
\$1,543,089	12
<i>Tax Status*</i>	
501(c)(3)	100%

* Percent of latest FY revenue

Mission

Empower youth activists to fight homophobia and transphobia in schools.

Key Planned Accomplishments

One-year Key Planned Accomplishments for FY2013

1. Establish 20 new Gay-Straight Alliances (GSAs) in CA public high schools and five new GSAs in CA public middle schools.
2. Provide leadership, skills-building training and support to 600+ LGBTQ and straight ally youth on how to run a GSA and implement issue campaigns; support campaigns in 50 schools, including LGBTQ-inclusive curriculum campaigns in five to six local schools; network and train 500+ youth at regional conferences.
3. Publish a research report on the impact of LGBT-inclusive curriculum on student safety, including an analysis of the barriers and solutions for securing implementation of LGBT-inclusive curriculum and/or ethnic studies.
4. Support CA schools with implementing the Fair, Accurate, Inclusive and Respectful (FAIR) Education Act (SB 48) by distributing our FAIR Toolkit containing resources for students and teachers on how to advocate for LGBT-inclusive curriculum as well as links to existing curricular resources on LGBT history.
5. Engage, through GSA Advocacy & Youth Leadership Academy and Queer Youth Advocacy Day, 60 LGBT and straight ally youth in policy advocacy, and help build their lobbying skills, knowledge of policymaking processes and civic engagement. Engage youth in pressing CA Department of Education and CA School Boards Association to provide school districts with stronger guidance on implementation of the FAIR Education Act.
6. Continue alliance-building and intersectional organizing in California through the Boys and Men of Color coalition; advocate for school discipline reform to end harsh school discipline that disproportionately punishes low-income youth of color, LGBTQ youth, and youth with disabilities; and mobilize GSA youth to organize with the Campaign for Quality Education, a coalition that works for economic and racial justice in CA schools.
7. Through the Safe & Healthy LGBT Youth Project, funded by the Centers for Disease Control's Division of Adolescent and School Health, provide capacity-building assistance to school districts and community-based organizations working to achieve safer spaces for LGBT youth in Los Angeles, Mississippi, San Diego, San Francisco and South Florida. Provide, disseminate, deliver and/or facilitate access to sexual health referrals and/or resources for LGBT youth, and build the skills of GSAs and partner organizations to support and implement effective policies and practices to better meet the health and mental health needs of LGBT youth.
8. Support, with national partners, federal safe schools legislation and inclusion of sexual orientation, gender expression, and gender identity questions on Youth Risk Behavior Survey (YRBS) questionnaires.
9. Train adult and youth leaders in 10+ states in GSA Network's models for youth leadership, alliance-building, and racial and economic justice organizing; continue to support GSA Network replication sites in MA, NM, and TX; launch new replication in Washington, DC.
10. Convene 35+ regional and state organizations in the National Association of GSA Networks for field-building and networking opportunities; strengthen relationships with organizations in the southeastern United States, including through a southeastern GSA Activist Camp.
11. Continue alliance-building with educational justice organizations on a national, state, and local level; advocate for an end to zero tolerance policies and distribute "Two Wrongs Don't Make A Right: Why Zero Tolerance Is Not the Solution to Bullying"; develop shared policy campaigns and grassroots organizing to stop the school-to-prison pipeline.
12. Develop a new organizational strategic plan.

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Key Accomplishments in FY2012

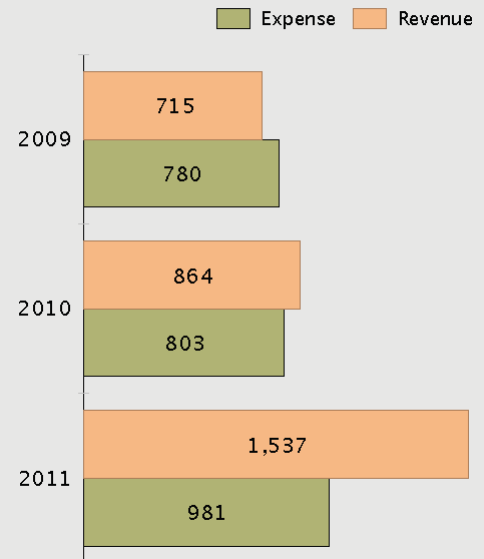
1. Helped establish 28 new GSAs in CA high schools, nine GSAs in CA middle schools, and one GSA in a CA elementary school.
2. Provided leadership and skills-building training to 500+ LGBTQ and straight ally youth on how to run a GSA club and engage in grassroots organizing; networked and trained 500+ GSA youth activists at two regional conferences.
3. Helped students and teachers at 50+ schools launch campaigns to change school climate, prevent harassment, protect transgender and gender non-conforming youth, introduce LGBTQ-inclusive curriculum, and establish inclusive sexual health education.
4. Saw passage of GSA Network-supported legislation in CA, including: the FAIR Education Act (SB 48), which updates the California Education Code to ensure that the contributions of LGBT people and people with disabilities are not excluded from history and social science instruction and that instructional materials do not perpetuate negative stereotypes of LGBT people; Seth's Law (AB 9), which strengthens existing school non-discrimination laws; and the Gender Nondiscrimination Act (AB 887) which requires schools to enumerate gender identity and gender expression in non-discrimination policies (rather than include those protections only by statutory definition of gender).
5. Developed new campaign toolkit on implementing the FAIR Education Act and distributed five campaign guides empowering student activists to implement CA school nondiscrimination law, fight slurs and verbal harassment, enforce protections for transgender and gender non-conforming youth, introduce LGBTQ-inclusive curriculum, and raise visibility and awareness of LGBTQ people at school.
6. Published research brief with California Safe Schools Coalition: "Lessons That Matter: LGBTQ Inclusivity and School Safety."
7. Through the GSA Advocacy & Youth Leadership Academy and Queer Youth Advocacy Day, trained 55 students in legislative lobbying and civic engagement; engaged youth in advocating for two bills reforming school discipline, including one providing alternatives to punitive school discipline and one prohibiting out-of-school suspensions for "willful defiance"; pressed the CA Department of Education to provide school districts with stronger guidelines on implementing the FAIR Education Act and stronger guidance and model policies on gender identity-based discrimination.
8. Advanced the Make It Better Project, a public education campaign launched in 2010 to provide youth and adults with concrete tools to make schools safer for LGBT students in the wake of increased public attention to bullying and youth suicide. Expanded the accessibility of LGBT youth resources through new social media platforms and successfully shifted the media coverage and public conversation about youth suicides to focus on the constructive, non-punitive solutions needed to "make it better" for LGBT youth while they are still in school.
9. Trained and/or provided technical assistance to adult and youth leaders in 18 states on GSA organizing, youth leadership models, racial and economic justice and intersectional organizing, and organizational development; continued to support replication of GSA Network's model in MA, NM and TX.
10. Expanded the National Association of GSA Networks to 35 state GSA network members, facilitated monthly conference calls and conducted 4-day, in-person gathering of 74 youth and adult activists from 20 state GSA networks.
11. Built strong partnership with Alliance for Educational Justice (AEJ) resulting in a shared vision and policy platform to achieve racial, economic, and queer justice in schools; brokered new partnerships between local AEJ members and statewide GSA networks; engaged adult and youth leaders from 11 statewide GSA networks in three regional Stop the School-to-Prison Pipeline Action Camps.
12. With AEJ and the Advancement Project, published white paper: "Two Wrongs Don't Make A Right: Why Zero Tolerance Is Not the Solution to Bullying."

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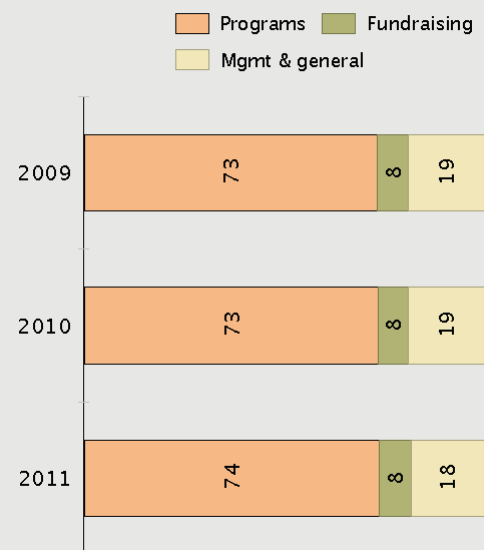
Indicators of Financial Health & Efficiency

<u>Ratios of Financial Health</u>	For the fiscal year ending June 30		
	2009	2010	2011
Liquidity ratio	3.1	5.8	20.3
Days of working capital	29	57	255
Working capital (\$000)	\$61	\$123	\$678
Average daily cash expense (\$000)	\$2.1	\$2.2	\$2.7
Fundraising expense (cash only) to raise \$1	\$0.09	\$0.07	\$0.05
Total revenue raised through development efforts (\$000)	\$709	\$833	\$1,517
<u>Indicators of Contributor Base</u>			
Number of individual donors who gave > \$35	231	285	495
Number of individual donors who gave > \$1,000	21	17	26
Donor turnover (gave > \$35 in prior FY & not this FY)	N/A	45%	43%
Number of individuals attending fundraising events (paid > \$100 per person)	174	19	83
Percent of total revenue from top 10 contributors	76%	71%	74%
Number of unique contactable names currently in fundraising and e-action databases		<u>Current</u> 24,523	

Revenue -vs- Expense (\$000)



Expense Percentage



Statement of Cash Flows

	<u>Audited</u> 2009	<u>Reviewed</u> 2010	<u>Audited</u> 2011
Cash and cash equivalent balance at beginning of year	\$128,478	\$88,071	\$147,260
Net cash provided (used) by operating activities	-40,407	59,189	389,311
Net cash provided (used) by investing activities	0	0	0
Net cash provided (used) by financing activities	0	0	0
Net increase (decrease) in cash	-\$40,407	\$59,189	\$389,311
Cash and Cash Equivalent Balances at End of Year	<u>\$88,071</u>	<u>\$147,260</u>	<u>\$536,571</u>

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Statement of Financial Position

	<i>Audited</i> 2009	<i>Reviewed</i> 2010	<i>Audited</i> 2011
Assets			
Cash and cash equivalents	\$88,071	\$147,260	\$536,571
Investments	0	0	0
Other current assets	1,012	708	168,237
Net fixed assets	899	0	0
Other long-term assets	8,155	7,857	8,133
Total Assets	\$98,137	\$155,825	\$712,941
Liabilities			
Current liabilities	\$28,186	\$25,247	\$26,438
Long-term debt	0	0	0
Other long-term liabilities	0	0	0
Total Liabilities	\$28,186	\$25,247	\$26,438
Net Assets			
Unrestricted	15,375	23,143	213,204
Temporarily restricted	54,576	107,435	473,299
Permanently restricted	0	0	0
Total Net Assets	\$69,951	\$130,578	\$686,503
Total Liabilities and Net Assets	\$98,137	\$155,825	\$712,941

Statement of Activities

	<i>Audited</i> 2009		<i>Reviewed</i> 2010		<i>Audited</i> 2011	
Support & Revenue						
Individual contributions	\$116,031	16%	\$111,412	13%	\$105,083	7%
Foundation contributions	525,063	73%	642,661	74%	1,185,228	77%
Corporate contributions/Non-event sponsorships	19,932	3%	20,676	2%	117,555	8%
Government funding	0	0%	0	0%	0	0%
Bequests	0	0%	0	0%	0	0%
In-kind contributions	618	0%	16,563	2%	10,000	1%
Program income	38,348	5%	57,769	7%	56,881	4%
Dues	0	0%	0	0%	0	0%
Fundraising event income	28,275	4%	0	0%	83,557	5%
Less costs of direct benefit to donors	-18,442	-3%	0	0%	-30,829	-2%
Net fundraising event income	\$9,833		\$0		\$52,728	
Merchandise sales (net of cost of goods sold)	0	0%	0	0%	0	0%
Investment income	0	0%	0	0%	0	0%
Other revenue	4,774	1%	14,501	2%	9,209	1%
Total Revenue	\$714,599		\$863,582		\$1,536,684	
Expenses						
Program services	570,010	73%	576,999	72%	722,422	74%
Fundraising	61,935	8%	59,503	7%	78,072	8%
Management and general	145,784	19%	148,991	19%	170,265	17%
Total cash expenses	\$777,729		\$785,493		\$970,759	
Non-cash expenses						
In-kind	618	0%	16,563	2%	10,000	1%
Depreciation	1,949	0%	899	0%	0	0%
Total non-cash expenses	\$2,567		\$17,462		\$10,000	
Total Expenses	\$780,296		\$802,955		\$980,759	
Capital campaign net revenue	0		0		0	
Change in Net Assets	-\$65,697		\$60,627		\$555,925	

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Board Members*						Locations & Contact
Total	Gender Identity			Identify As Transgender		
	<i>Male</i>	<i>Female</i>	<i>Genderqueer/Other</i>			
16	56%	44%	6%	19%		
African American/Black	Asian/Pacific Islander	Caucasian	Hispanic/Latino(a)	Native American	Other	Gay-Straight Alliance Network 1550 Bryant St., Suite 800 San Francisco, CA 94103 415-552-4229 www.gsanetwork.org <u>Additional Locations</u> Fresno Los Angeles <u>Legal Names</u> Gay-Straight Alliance Network - 501(c)(3) <u>Contact</u> Carolyn Laub Executive Director carolyn@gsanetwork.org
6%	12%	56%	31%	0%	6%	
Fundraising Requirements						
Each board member is asked to make a contribution that is personally significant to them. Adult board members have a give/get requirement of \$2,000; youth board members are encouraged to set a give/get goal, and are given many opportunities to participate in fundraising activities.						
Senior Management Profile						
		Lowest	Average	Highest		
Tenure with the organization		1.2	5.8	14.5		
Compensation		\$55,000	\$78,340	\$106,158		
Paid Staff*						
Total	<i>Full-Time</i>	<i>Part-Time</i>	Gender Identity			Identify As Transgender
			<i>Male</i>	<i>Female</i>	<i>Genderqueer/Other</i>	
12	11	1	25%	75%	0%	0%
African American/Black	Asian/Pacific Islander	Caucasian	Hispanic/Latino(a)	Native American	Other	
8%	17%	50%	33%	17%	0%	
* Percentages by race and/or gender identity do not add to 100% because some people preferred not to respond or selected more than one category. Note: Board and staff data as of 7/1/12						

Organization's Notes and Advisories

- Board diversity:** GSA Network's board is a youth-adult partnership board, which reflects our commitment to youth leadership development. Nine of the 19 members of our board are youth constituents in the organization, ages 19 and under.
- Multi-year Grants:** GSA Network received several large multi-year foundation grants in FY2011. Those restricted funds are planned to be used in FY2012 and account for the gap between revenue and expenses in FY2011.